



**2018
TOWN OF NANTUCKET
ANNUAL REPORT**

JULY 1, 2017 – JUNE 30, 2018

Cover Photograph: Summer Waves

Photograph courtesy of Erika Mooney

Production: The Country Press

This document contains the reports of the Select Board, School, the Finance Department, and other such reports as are considered expedient. This report is prepared pursuant to Section 49 of Chapter 40 of the General Laws of the Commonwealth of Massachusetts and other applicable statutes.

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TOWN ADMINISTRATION (508) 228-7255.**

FISCAL YEAR 2018 ANNUAL TOWN REPORTS

TOWN AND COUNTY OF



NANTUCKET, MASSACHUSETTS
(for the period covering July 1, 2017 – June 30, 2018)

IN MEMORIAM

To the following persons who served the Town of Nantucket and passed away during fiscal year 2018:

COACH VITO CAPIZZO

JAMES F. EGAN, SR.

PATRICIA L. FROST

MARY E. ALLEN GLOWACKI

DAVID GOODMAN

DR. JOHN J. O'NEILL

RICHARD J. ROSS

WE ARE GRATEFUL FOR THEIR YEARS OF SERVICE TO THE TOWN OF NANTUCKET

The Town of Nantucket
dedicates its Fiscal Year 2018
Town Report to
Town Clerk Catherine Flanagan Stover

May 13, 1952 - July 31, 2018



Catherine served Nantucket for 20 years
as our dedicated Town and County Clerk.
She will be greatly missed by the Town and our community.

Rest in peace Catherine.

NANTUCKET "AT A GLANCE"

GENERAL INFORMATION

County: Nantucket	Kind of Community: Resort, Retirement, Artistic
Type of Government: Town Manager, Select Board, Open Town Meeting	Area: 47.8 Square Miles
2017 Population: 11,229	Population per Square Mile (2017): 234.92
Moody's Bond Rating (as of 6/30/2018): Aa1	Town Website: www.nantucket-ma.gov

FISCAL YEAR 2018 TAX RATES, LEVIES, ASSESSED VALUES, AND REVENUE SOURCES

	TAX RATE (per \$1,000)	TAX LEVY	ASSESSED VALUE
Residential	\$3.53	\$69,719,696.09	\$20,839,860,173.00
Open Space	\$3.34	\$6,404.78	\$1,917,600.00
Commercial	\$5.97	\$6,559,619.71	\$1,098,763,770.00
Industrial	\$5.97	\$326,543.22	\$54,697,357.00
Personal Property	\$5.97	\$1,556,216.11	\$260,672,715.00
TOTAL		\$78,168,479.91	\$22,255,911,615.00

REVENUE SOURCES	DOLLAR AMOUNT	PERCENT OF TOTAL
Tax Levy	\$78,168,479.91	55.25%
State Aid	\$3,320,527.00	2.35%
Local Receipts	\$50,106,195.94	35.42%
Other Available	\$9,880,976.60	6.98%
TOTAL	\$141,476,179.45	100%

FISCAL YEAR 2018 PROPOSITION 2-1/2 LEVY CAPACITY

FISCAL YEAR 2018 STATE AID

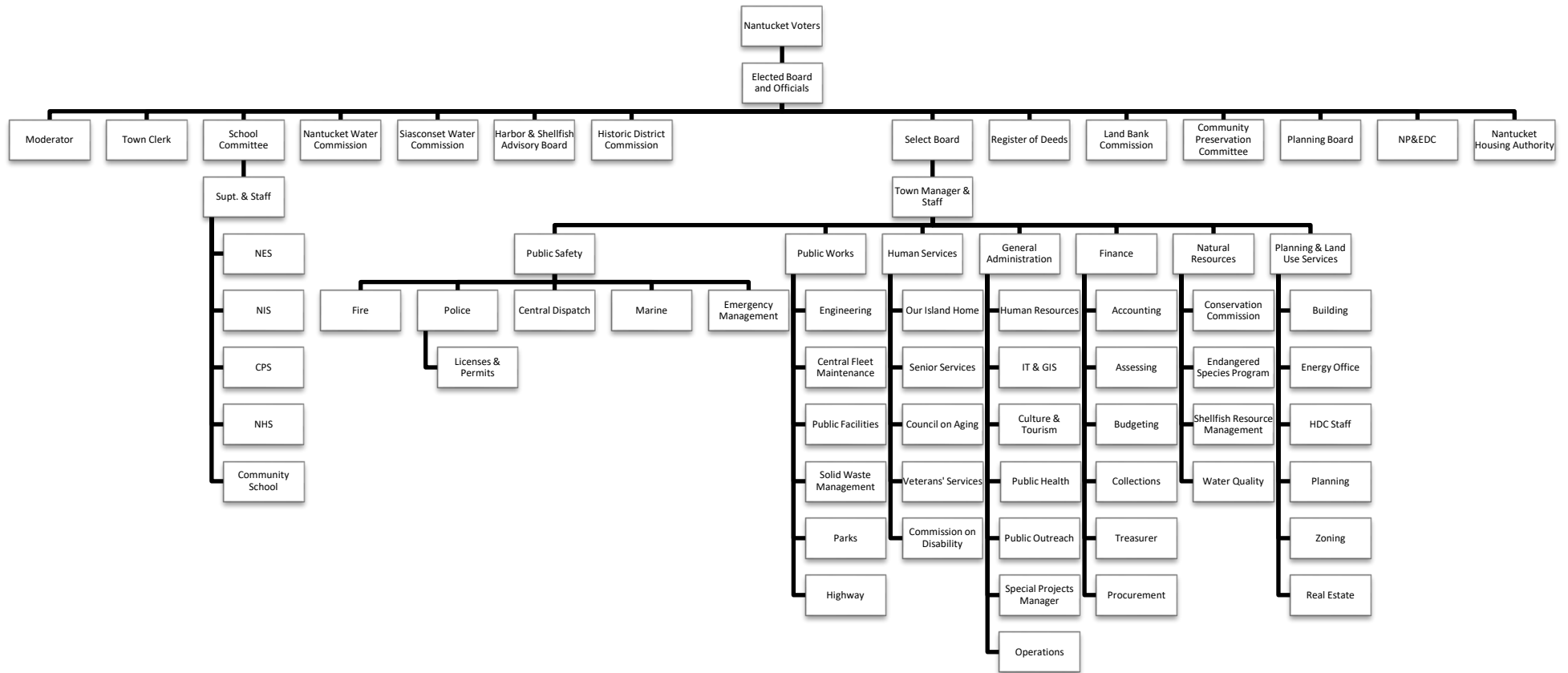
Levy Base	\$68,716,742	Education	\$3,114,564.00
2-1/2 % Increase	\$1,717,919	General Government	\$205,963.00
New Growth	\$1,251,767	Overestimates	\$0
Override	\$0	Total Receipts	\$3,320,527.00
Levy Limit	\$71,686,428	Total Assessments	(\$487,846.00)
Debt Excluded	\$8,036,772	Net State Aid	\$2,832,681.00
Excess Capacity	\$1,554,720		
Ceiling	\$556,397,790		
Override Capacity	\$484,711,363		

RESERVES

REVALUATION

Free Cash (07/01/2018)	\$6,215,883	Most Recent	Fiscal Year 2016
Fiscal Year 2018 Overlay Reserve	\$423,438	Next Scheduled	Fiscal Year 2019

Town of Nantucket
Organization Chart
Fiscal Year 2018



Various Boards/Committees/Commissions Appointed by the Select Board, County Commissioners & Town Manager

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US Coast Guard, p. 36
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Robert McNeil, p. 65
Kathleen Maxwell, p. 76
Mark Voigt, p. 86
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GENERAL INFORMATION

Elected Officials (terms expire at Annual Town Election in year noted)

Select Board

Jason Bridges, <i>Chair</i>	2020
Matthew G. Fee	2019
James R. Kelly	2019
Rita Higgins	2020
Dawn E. Hill Holdgate (2018) – re-elected	2021

Community Preservation Committee (At-Large)

Timothy M. Soverino (2018) – re-elected	2021
Maria L. Zodda (2018) – re-elected	2021

Harbor and Shellfish Advisory Board

Andrew Lowell, <i>Chairman</i> (2018) – re-elected	2021
Kenneth Kuntz	2019
Joseph Lipuma	2019
Frederick McClure	2019
Bill Blount	2020
Peter Brace	2020
Virginia F. Andrews	2021

Historic District Commission

Raymond Pohl, <i>Chairman</i>	2020
Abigail Camp	2019
John F. McLaughlin	2019
Vallorie Oliver	2020
Diane Coombs (2018) – re-elected	2021
<i>Associate Members (Appointed by Select Board)</i>	
TJ Watterson	2018
Stephen Welch	2019
Jesse Dutra	2020

Housing Authority, Nantucket

Bertyl V. Johnson, Jr., <i>Chairman</i>	2020
Penelope Dey, <i>State Appointee</i>	2017
Robert Andersen	2019
Beth Ann Meehan	2021
Linda Williams (2018) – re-elected	2023

Land Bank Commission, Nantucket Islands

Neil Paterson, <i>Chairman</i>	2021
John Stackpole	2019
Richard J. Glidden	2020
Kristina Jelleme	2022
Allen Reinhard (2018) – re-elected	2023

Moderator

Sarah F. Alger (2018) - re-elected	2019
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Planning Board

Barry Rector, <i>Chairman</i>	2019
Joseph Marcklinger (resigned)	
– succeeded by David Callahan; succeeded by Judith Wegner	2020
John F. Trudel III	2021
Nathaniel E. Lowell	2022
Linda Williams (2018) – succeeded by Frederick McClure	2023
<i>Alternate Members (appointed by Select Board)</i>	
Carl K. Borchert	2018
David Callahan – through 1/24/2018, then Vacant	2019
Stephen Welch	2020

School Committee

Dr. Timothy Lepore, <i>Chairman</i>	2020
Pauline Proch	2019
Zona Tanner-Butler	2020
Jennifer Iller (2018) – re-elected	2021
Melissa Murphy (2018) – succeeded by Steven Sortevik	2021

Town Clerk

Catherine Flanagan Stover	2019
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Water Commission, Nantucket

Nelson Eldridge, <i>Chairman</i>	2020
Noreen Slavitz	2019
Allen Reinhard (2018) – re-elected	2021

Water Commission, Siasconset

Gerald Eldridge, <i>Chairman</i>	2020
John Pearl	2019
Robert Benchley, III (2018) – re-elected	2021

APPOINTED OFFICIALS

Airport, Nantucket Memorial

Thomas M. Rafter, *Manager*
Noah Karberg, *Assistant Manager/Environmental Coordinator*
Jamie Sandsbury, *Business/Finance Manager*
Debra A. Crooks, *Finance Assistant*
Janine Torres, *Office Manager*
Katy Perales, *Administrative Assistant*
Linda True, *Receptionist*
David Sylvia, *Compliance/Training Coordinator*
Robert Tallman, *Terminal/Security Coordinator (through 05/2018)*
Jorene Partida, *Security Assistant*
John Grangrade, *Maintenance Superintendent*
Preston Harimon, *Operations Superintendent/EMT*
Garrett W. Allen, *Maintenance Specialist/EMT*
Peter B. Fowler, *Maintenance Specialist*
Robert Holdgate, *Maintenance Specialist*
Michael O'Neil, *Maintenance Specialist*
Matthew Aguiar, *Maintenance Specialist*
John Dugan, *Maintenance Specialist/Building Technician (through 02/2018)*
Nathaniel Ray, *Maintenance Specialist/Mechanic/EMT*
Ted B. Muhler, *Terminal Maintenance Specialist (through 01/2018)*
Leonard I. Liburd, *Terminal Maintenance Specialist*
Noe R. Pineda, *Terminal Maintenance Specialist*
Clement Johnson, *Terminal Maintenance Specialist*
Dennis Reid, *Terminal Maintenance Specialist*
Blaine C. Buckley, *Operations Supervisor*
Frederick Wellington, *Operations Specialist*
Timothy D. Mooney, *Operations Specialist*
Addison Falconer, *Operations Specialist*
Shanroy Nelson, *Operations Specialist*
Nolan Spence, *Operations Specialist*
Durand Spence, *Operations Specialist*
Basil Edwards, *Operations Specialist*
Willma Perez, *Fixed Base Operations Supervisor*
Leisa M. Heintz, *Fixed Base Operations Representative*
Michelle Allen, *Fixed Base Operations Representative*
Rika Petrova-Powers, *Fixed Base Operations Representative*

Constables

James Perelman
Frank Psaradelis, Jr.
Jerry W. Adams
Catherine Flanagan Stover
John H. Stover

Culture and Tourism, Department of

Janet Schulte, *Director*

David Sharpe, *Visitor Services Coordinator*

Finance Department

Brian E. Turbitt, *Director of Municipal Finance/Town Accountant*

Lynell Vollans, *Acting Treasurer/Assistant Director of Municipal Finance*

Elizabeth Brown, *Tax Collector*

Robert Dickinson, *Assistant Town Accountant*

Deborah Dilworth, *Assessor*

Julia Lindner, *Financial and Budget Analyst*

Rebecca Woodley-Oliver, *Assistant Procurement Officer*

Pamela Butler, *Assistant Tax Collector*

Asya Novakova, *Assistant Treasurer*

Krista Lewis, *Payroll Administrator*

Ellen Trifero, *Assistant Assessor*

Maureen DiLuca, *Field Assessor*

Rob Ranney, *Senior Clerk*

Elizabeth Flanagan, *Administrative Assistant*

Patricia Murphy, *Administrative Assistant/Collection*

Diana Wallingford, *Administrative Assistant (through 02/2018)*

Shelby Campbell, *Administrative Assistant*

Aileen Kitsock, *Part-time Administrative Assistant (Collections)*

Peggy Altreuter, *Accounts Payable Coordinator*

Robin LaPiene, *Accounting Clerk*

Silvia Ganeva, *Accounting Clerk*

Fire Department

Stephen A. Murphy, *Chief*

Kai Hodge, *Office Administrator*

Robert Bates, *Fire Alarm Superintendent/EMT*

Sean Mitchell, *Fire Prevention Officer/EMT*

Thomas Holden, *Captain/EMT (through 10/2017)*

Francis Hanlon, *Captain/EMT*

Elizabeth Shannon, *Captain/EMT*

Matthew Dixon, *Captain/EMT*

Earl Eldridge, *Captain/EMT*

Jeffrey Allen, *Firefighter/EMT*

Charles Kymer, *Firefighter/EMT*

Corey Ray, *Firefighter/EMT*

Nathan Barber, *Firefighter/EMT*

Beau Barber, *Firefighter/EMT*

Joseph Townsend, *Firefighter/EMT*

Kevin Ramos, *Firefighter/EMT*

Alex Rezendes, *Firefighter/EMT*

Ty Anderson, *Firefighter/EMT*

David Angelastro, *Firefighter/EMT*

Christian Ray, *Firefighter/EMT*

John Allen, *Firefighter/EMT*

Christopher Beamish, *Firefighter/EMT*

David Pekarcik, *Firefighter/EMT*

Shane Perry, *Firefighter/EMT*

Christopher Holland, *Firefighter/EMT*

Jordan Seitz, *Firefighter/EMT*

Scott Holmes, *Firefighter/EMT*

Germano Chatti, *Firefighter/EMT*

Fire/EMT Call Personnel

Matt Aguiar	Mathew Cobb
Christina Crane	John Dugan
Brandon Eldridge	Elizabeth Eldridge
Christopher Gould	John Grangrade
Brian Gray	David Gray
Kenneth Gullicksen	Preston Harimon
Derek Mulson	Samuel Murphy
Michael O'Neil	Neil Paterson
Nathaniel Ray	Justin Rogers
Joshua Sandsbury	Jared Smith
Charlotte Tallman	

Human Resources

Amanda E. Perry, *HR Director*
Stephen R. Tuzik, *Labor Relations Director (through 05/2018)*
Michelle L. Malavase, *Benefits Coordinator*
Morgan Smith-Jones, *Administrator*

Human Services, Department of

Rachel Day, *Director*
Ann Medina, *Business Office Coordinator*
Laura Stewart, *Saltmarsh Program Coordinator*
Virginia Carrera, *Assistant Program Coordinator*
Ralph Hardy, *Veteran's Service Agent*

Information Technology/Geographic Systems

Linda Rhodes, *Information Technology Manager*
Nathan Porter, *Information Technology and Geographic Information Systems Coordinator*
Molly Sprouse, *Information Technology Systems Technician*
Patrick McGloin, *Information Technology Systems Technician*
Michael Alvarez, *Information Technology Systems Technician*
Enoch Sower, *Information Technology Support Technician (part-time)*

Nantucket Islands Land Bank

Eric Savetsky, *Executive Director*
Jesse A. Bell, *Assistant Director*
Susan Campese, *Administrator/Finance Manager*
Rachael Freeman, *Environmental Coordinator*
Marian Wilson, *Assistant Administrator*
Dane DeCarlo, *Property Management Coordinator*
Jeffrey Pollock, *Property Foreman*
Robert Earley, *Property Manager*
Richard Schraff, *Property Steward*
Walter Lankau, *Golf Controller*
Daniella Lopez, *Environmental Intern*

George Applegate, *Seasonal Property Assistant*
Collette Christiano, *Seasonal Assistant Property Steward*

Natural Resources, Department of

Jeff Carlson, *Natural Resources Coordinator*
Tara Riley, *Shellfish Biologist*
Jonathan C. Johnsen, *Natural Resources Enforcement Officer*
Leah Cabral, *Assistant Biologist*
Kaitlyn Shaw, *Water Resources Specialist*
Joanne Dodd, *Administrative Assistant*
Vincent Murphy, *Protected Species Monitor/Assistant Warden*
Joe Minella, *Hatchery Technician*

Our Island Home

Rachel Day, *Administrator (through 03/2018)*
Brett Lennerton, *Administrator*
Erin Kopecki, *Assistant Administrator (through 03/2018)*
Susan Balester, *Business Operations Coordinator (through 06/2018)*
Michelle Malavase, *Business Office Assistant (through 12/2017)*
Kellie Coffman, *Business Office Assistant*
Kathleen Maxwell, *Medical Records Secretary*
Edward King, *Maintenance Supervisor*
Colleen Kinney, *Maintenance Assistant*
Aaron Riley, *Maintenance Assistant*
Heather Francis, *Director of Nursing*
Patricia Dargie, *RN*
Lauren Leamy, *RN (through 09/2017)*
Michelle Kerwin, *RN*
Nadene Haye, *LPN*
Nancy Koyl, *LPN*
Mary Patton, *LPN*
Teal Beal, *LPN*
Maria Bennette, *CAN*
Bridgett Bloise, *CAN*
Marvette Ellis-Howard, *CNA*
Kerri Flaherty, *CNA*
Laxmi Niraula, *CNA*
Karen Rowe-Thomas, *CNA*
Ellen Ryder, *CNA*
Juliet Dawkins, *CNA*
Avril Lowe, *CNA*
Lyndy Rodriguez, *CNA*
Sari Wedderburn, *CNA*
Shanya Stanley, *CNA*
Jacqueline Harrison, *CNA II*
Jessica Mason-Wilson, *CNA II*
Avia Parkinson, *CNA II*
Susan Rezendes, *Asst. to Director of Nursing*
Lisa Mulvey, *RN*
Ann Lindley, *RN (through 12/2017)*
Annette Bell-Thompson, *RN (through 10/2017)*
Donna King, *LPN*
Carol Matson, *LPN*
Maria Lemus, *LPN*
Nova Perrin, *CNA*
Cordia Green, *CNA*
Bernard Boswell, *CNA*
Anne-Marie Baptiste, *CNA*
Lilian Grimes, *CNA*
Evadne Reid, *CNA*
Yolanda Lawrence, *CNA*
Sherry Souza, *CNA*
Seville Wallace, *CNA (through 05/2018)*
Nicole Downing, *CNA (through 07/2017)*
Christina Crane, *CNA (through 09/2017)*
Sashana Wheatley, *CNA*
Carol Warburton-Ellis, *CNA*
Sophia Lyttle-Liburd, *CNA II*
Denise Ricketts, *CNA II*
Yashuda Paudel, *CNA*

Karen Correia, <i>Food Service Supervisor</i>	
Tuki Attapreyangkul, <i>Cook</i>	Samantha Pichette, <i>Cook</i>
Carlos Perales, <i>Cook</i>	
Debra Bechtold, <i>Dietician</i>	
Virginia Brereton, <i>Dietary Aide</i>	Fernella Phillips, <i>Dietary Aide</i>
Maneewan Kyomitmaitee, <i>Dietary Aide</i>	Maturod Thairat, <i>Dietary Aide</i>
Stormy Reed, <i>Dietary Aide</i>	Bandana Bhandari, <i>Dietary Aide</i>
Erika Kieffer, <i>Laundry</i>	Jennifer Pask, <i>Laundry</i>
Anna Isabel Sandoval, <i>Housekeeping</i>	Sandra Araujo, <i>Housekeeping</i>
Sheila Barrett, <i>Housekeeping</i>	Gloria Sanders, <i>Housekeeping</i>
Taylor Hilst, <i>Activities Director</i>	Daniel Ross, <i>Activities Assistant</i>
Laurie MacVicar-Fiske, <i>Social Worker</i>	

Planning and Land Use Services (PLUS)

Andrew Vorce, *Director of Planning*
 Leslie Woodson Snell, *Deputy Director of Planning*
 T. Michael Burns, *Transportation Planner*
 Eleanor Antonietti, *Land Use Specialist*
 Holly Backus, *Land Use Specialist*
 John Hedden, *Land Use Specialist*
 Tucker Holland, *Housing Specialist*
 Lauren Sinatra, *Energy Program and Outreach Coordinator*
 Stephen Butler, *Building Commissioner*
 Alan Noll, *Local Building Inspector*
 James Barry, *Local Building Inspector*
 Marcus Silverstein, *Zoning Compliance Coordinator/Inspector*
 Douglas Bennett, *Plumbing and Gas Inspector*
 Brendan Carroll, *Wiring Inspector (through 04/2018)*
 George Hull, *Wiring Inspector*
 Catherine Ancero, *Administrative Specialist*
 Karen Hull, *Administrative Specialist*
 Jacquelyn O'Brien, *Administrative Specialist*
 Cathy Flynn, *Administrative Specialist*
 Doris Strang, *Administrative Specialist*
 Megan Trudel, *Administrative Specialist*

Police Department

William Pittman, <i>Chief</i>	
Charles Gibson, <i>Deputy Chief</i>	
Angus MacVicar, <i>Lieutenant</i>	
Thomas Clinger, <i>Detective Sergeant</i>	Brendan Coakley, <i>Sergeant</i>
Jared Chretien, <i>Sergeant</i>	Daniel Mack, <i>Sergeant</i>
Travis Ray, <i>Sergeant</i>	Daniel Furtado, <i>Sergeant</i>
Kevin Marshall, <i>Sergeant</i>	John Rockett, <i>Sergeant</i>
Janine Mauldin, <i>Sergeant</i>	Brett Morneau, <i>Sergeant</i>
Christopher Carnivale, <i>Sergeant</i>	
Derek Witherell, <i>Detective</i>	Christopher Kelly, <i>Detective</i>

John Muhr, *Officer*
 Keith Mansfield, *Officer*
 Robert Hollis, *Officer*
 Jacquelyn Mason, *Officer*
 Michael Mastriano, *Officer*
 John Haggerty, *Officer (through 07/2017)*
 David Watkins, *Officer (through 06/2018)*
 Daniel Girard, *Officer*
 Joseph Aleo, *Officer (through 08/2017)*
 Richard Harrington, *Officer*
 Joseph Shield, *Officer*
 Jennifer Erichsen, *Information Technology Administrator*
 Sheila Clinger, *Office Administrator/Records Clerk*
 Maria Davis, *Administrative Specialist*
 Melinda Burns-Smith, *Emergency Communications Supervisor*
 Jessica Norris, *Dispatcher*
 Patricia Hainey, *Dispatcher*
 J. Carlos Moreira, *Dispatcher*
 Patrick Considine, *Dispatcher*
 Christopher Reynolds, *Dispatcher*
 Colby Roberts, *Per Diem Dispatcher*
 David Fronzuto, *Emergency Management Coordinator (through 10/2017)*
 Amy Baxter, *Licensing Administrator*
 Catherine Tovet, *Office Administrator, Licensing Clerk*
 Ann Ciarmataro, *Office Administrator, Licensing Agent*
 Marina Dzvonik, *Special Events Coordinator*

Harbor Master Office
 Sheila Lucey, *Harbor Master*
 Georges Minne, *Assistant Harbor Master (through 02/2018)*
 Briana Vittorini, *Assistant Harbor Master (through 02/2018)*
 Shane Carey, *Assistant Harbor Master*
 Ainsley Witherell, *Beach Maintainer*

Public Works Department

Robert D. McNeil, III, P.E., MPA, *Director*
 Charles D. Larson, P.E., PMP, LEED AP BD+C, *Deputy Director (through 02/2018)*
 Stephen Arceneaux, *Deputy Director*
 Richard Moore, *Operations Manager*
 Mark W. Voigt, *Facilities Manager*
 K Bradford, *Office Manager*
 Maya Golding, *Office Administrator (through 01/2018)*
 Dawn Mayer, *Administrative Clerk/Office Administrator*
 Vanesha Williams, *Administrative Clerk*
 Nick Duarte, *General Foreman*
 Paul Boucher, *Foreman*
 Dale Gary, *Arborist*

Ray Sylvia, *Sign Technician*
 Germano Chatti, *Town Mechanic Foreman (through 09/2017)*
 Eric Johnson, *Central Fleet Manager*
 Michael Egan, *Highway Crew Operator* Hartley Batchelder, *Highway Crew*
 Paul Clarkson, *Highway Crew* Osagie Doyle, *Highway Crew*
 Tris Marks, *Highway Crew* Scott Williams, *Highway Crew*
 Ryan Clarke, *Laborer* Delroy Grant, *Laborer*
 Chris McColl, *Laborer* Peter McColl, *Laborer*
 Eric Patterson, *Laborer* Garcio Smith, *Laborer*
 Mike Clarke, *Laborer*
 Willie Butler, *Seasonal Laborer* Philip Henry, *Seasonal Laborer*
 Marjani Shelton, *Seasonal Laborer* Todd Worth, *Seasonal Laborer (through 08/2018)*
 David McFarlane, *Seasonal/Fulltime Laborer (through 11/2017)*
 Mark Dwyer, *Seasonal/Fulltime Laborer (through 11/2017)*
 Roy Thomas, *Seasonal/Fulltime Laborer*
 Ralph Thompson, *Seasonal/Fulltime Laborer*
 David Wallace, *Seasonal Laborer (through 08/2017)*
 Andric Wright, *Seasonal Laborer (through 10/2017)*
 Tasheira Gary, *Seasonal Laborer*
 Carol Driscoll, *Take It or Leave It Attendant*
 Paul Berard, *Facilities Foreman*
 Kenneth Apthorp, *Facilities Carpenter*
 Aaron Kane, *Facilities Carpenter*
 Irena Roggeveen, *Intern (through 08/2018)*

Sewer Department

David C. Gray, Sr., *Sewer Director*
 Lora Kebbati, *Office Manager*
 Ardis Gary, *Chief Operator, Surfside Wastewater Treatment Facility*
 Kevin Manning, *Assistant Chief Mechanic, Surfside Wastewater Treatment Facility*
 Willy Leveille, *Lab Manager, Surfside Wastewater Treatment Facility*
 Shawn Mooney, *Foreman Operator, Operations, Surfside Wastewater Treatment Facility*
 Jared Strang, *Operator in Training, Maintenance, Surfside Wastewater Treatment Facility*
 Kevin Dias, Jr, *Operator in Training, Maintenance, Surfside Wastewater Treatment Facility*
 David Richards, *Operator in Training, Maintenance, Surfside Wastewater Treatment Facility*
 Philip Allen, *Foreman Operator, Collections System*
 Taqi Gordon, *Operator in Training, Collections System*
 Karvin Smith, *Operator in Training, Maintenance, Collections System*
 Robert Inglis, *Assistant Chief, 'Sconset Wastewater Treatment Facility*

Town Administration

C. Elizabeth Gibson, *Town and County Manager*
 Gregg Tivnan, *Assistant Town and County Manager*
 Erika D. Mooney, *Operations Administrator/Executive Assistant*
 Charles Larsen, P.E., PMP, LEED AP BD+C, *Special Projects Manager*
 Katie Cabral, *Office Manager/Customer Service Assistant*
 Florencia Rullo, *Public Outreach Manager/Records Access Officer*

Terry Norton, *Minute Taker*

Town Clerk's Office

Catherine Flanagan Stover, MMC, CMMC, *Town and County Clerk*

Nancy Holmes, CMC, *Assistant Town and County Clerk*

Gail Holdgate, *Administrative Assistant*

Town Counsel

KP Law

Tree Warden

David Champoux

Wannacomet Water Company

Mark J. Willett, *Director*

Heidi Holdgate, *Business Manager*

Denese B. Allen, *Assistant Business Manager*

Linda Roberts, *Projects Coordinator*

Andrea Mansfield, *Administrative Assistant*

Caroline Ferguson, *Customer Service Assistant*

Christopher R. Pykosz, *Operations Manager*

Robert West, *Engineering Technician*

Jeffrey S. Johnsen, *Senior Utilityman*

Robert Earle, *Senior Utilityman*

Kyle Roberts, *Senior Utilityman*

Jonathan Vollans, *Junior Utilityman*

Morgan Perry, *Junior Utilityman*



BOARDS, COMMISSIONS, COMMITTEES (appointed by Select Board for fiscal year terms)
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Abatement Advisory Board

Judith Moran, <i>Chairman</i>	2018
Joseph McLaughlin	2018
David Callahan	2018

Ad Hoc Budget Work Group

Dawn Hill Holdgate, <i>Select Board</i> – succeeded by Jason Bridges	2019
Matt Fee, <i>Select Board</i> – succeeded by Dawn Hill Holdgate	2019
Melissa Murphy, <i>School Committee</i> – succeeded by Pauline Proch	2018
Zona Tanner-Butler, <i>School Committee</i>	2018
David Worth, Jr., <i>Finance Committee</i>	2018
Stephen Maury, <i>Finance Committee</i>	2018
C. Elizabeth Gibson, <i>Town Manager</i>	2018
Michael Cozort, <i>School Superintendent</i>	2018
Brian E. Turbitt, <i>Director of Municipal Finance</i>	2018

Agricultural Commission

John Kuszpa, <i>Chairman</i>	2020
Tracey Pattenden	2018
Joseph Bauer	2019
Vacant	2019
Campbell Sutton	2020

Airport Commission

Daniel W. Drake, <i>Chairman</i>	2018
Andrea Planzer	2018
Jeanette Topham	2019
Arthur D. Gasbarro	2020
Anthony Bouscaren	2020

Audit Committee

Dawn Hill Holdgate, <i>Chair</i> – succeeded by Jason Bridges	2019
Jim Kelly	2019
David Worth, Jr.	2018

Board of Health

Malcolm W. MacNab, MD, PhD, <i>Chairman</i>	2019
James A. Cooper	2018
Stephen J. Visco	2020
Helene M. Weld, RN	2020
Jim Kelly, <i>Select Board</i>	2019

Capital Program Committee

Christy Kickham, <i>At-Large, Chairman</i>	2020
Stephen Welch, <i>At-Large</i>	2019
Richard J. Hussey, <i>At-Large</i>	2020
Peter T. Kaizer, <i>At-Large</i>	2018
Peter McEachern, <i>Finance Committee</i>	2018
Nathaniel Lowell, <i>NP&EDC</i>	2018
Jason Bridges, <i>Select Board</i>	2019

Cemetery Commission

Allen Reinhard, <i>Chairman</i>	2020
Lee W. Saperstein	2018
Frances Karttunen	2018
Barbara A. White	2019
Scott McIver	2020

Community Preservation Committee (*appointed designees*)

Ken Beaugrand, <i>Land Bank Commission, Chairman</i>	2018
Dawn Hill Holdgate, <i>Select Board</i>	2019
Diane Coombs, <i>Historic District Commission</i>	2018
Ian Golding, <i>Conservation Commission</i>	2018
Linda Williams, <i>Nantucket Housing Authority</i>	2018
Barry Rector, <i>Planning Board</i>	2018
Cheryl Emery, <i>Parks and Recreation Commission</i>	2018

Conservation Commission

Andrew Bennett, <i>Chairman</i>	2019
Ian Golding	2018
Joseph Topham	2018
Ben Champoux	2019
David LaFleur	2019
Ernest Steinauer	2020
Ashley Erisman	2020

Contract Review Subcommittee, Human Services

Dorothy Hertz, <i>At-Large, Chairman</i>	2019
John W. Belash, <i>At-Large</i>	2018
Vacant, <i>At-Large</i>	2020
Stephen Maury, <i>Finance Committee</i>	2018
Bertyl Johnson, <i>NP&EDC</i>	2018
Colleen McLaughlin, <i>Council for Human Services</i>	2018
Linda Williams, <i>Council for Human Services</i>	2018

Council for Human Services

Daryl Westbrook	2018
Ella B. Finn - through 7/19/2017, then Vacant	2018
Vacant	2018
Colleen McLaughlin	2019
John W. Belash	2019
Augusto C. Ramos - through 3/7/2018, then Vacant	2019
Linda Williams	2020
Vacant	2020
Vacant	2020

Council on Aging

Kathleen Grieder	2018
Colleen McLaughlin	2018
Linda Williams	2018
Ella B. Finn - through 7/19/2017, then Vacant	2019
Alison K. Forsgren	2019
Glenora Kelly Smith	2019
Tom McGlenn - through 11/29/2017, then Vacant	2020
Randy Wight	2020
Mary Anne Easley	2020

Cultural Council

Justin Cerne, <i>Co-Chairman</i>	2019
Ann L. Bissinger, <i>Co-Chairman</i>	2019
John McDermott	2018
John R. Wagley	2018
Jordana Fleischut	2019
John W. Belash	2020
Vacant	2020

Finance Committee

David Worth, Jr., <i>Chairman</i>	2018
Christopher A. Glowacki	2018
Peter McEachern	2018
Henry Sanford	2019
Clifford J. Williams	2019
Stephen Maury	2019
Denice Kronau	2020
Joseph T. Grause, Jr.	2020
Joanna Roche	2020

Mosquito Control Commission

Timothy Lepore, MD	2018
Vacant	2019
Mark L. Palmer	2020
Ashley Erisman	2021

Helene M. Weld, RN	2022
Nantucket Affordable Housing Trust	
Reema Sherry, <i>At-Large</i>	2018
Isaiah Stover, <i>At-Large</i> - succeeded by Charity Grace Mofsen	2018
Brooke S. Mohr, <i>At-Large</i>	2019
Brian Sullivan, <i>Real Estate Agent/Broker</i>	2018
Dawn Hill Holdgate, <i>Select Board</i> - succeeded by Rita Higgins	2019
Linda Williams, <i>Nantucket Housing Authority</i>	2018
John F. Trudel III, <i>NP&EDC</i>	2018
Nantucket Historical Commission	
Diane Holdgate, <i>Chairman</i>	2019
Diane Coombs	2018
Ian Golding	2018
Susan Handy	2018
Deborah Timmermann	2019
Vacant	2020
Vacant	2020
Vacant, <i>Alternate</i>	2018
Vacant, <i>Alternate</i>	2019
Vacant, <i>Alternate</i>	2020
Nantucket Planning and Economic Development Commission	
Nathaniel Lowell, <i>Planning Board, Chairman</i>	2022
Barry Rector, <i>Planning Board</i>	2019
Joseph Marcklinger, <i>Planning Board</i>	
- succeeded by David Callahan; succeeded by Judith Wegner	2020
John F. Trudel III, <i>Planning Board</i>	2021
Linda Williams, <i>Planning Board</i> - succeeded by Frederick McClure	2023
Matt Fee, <i>County Commission</i>	2019
Bertyl Johnson, <i>Housing Authority</i>	2018
Andrew Bennett, <i>Conservation Commission</i>	2018
Vacant, <i>Department of Public Works</i>	2018
<i>Community At-Large Members</i>	
Leslie B. Johnson	2018
Charles J. Gardner	2019
Wendy Hudson	2020
Our Island Home Work Group (2016)	
Alison Forsgren, <i>Friends of Our Island Home</i>	
Ginger Andrews, <i>Friends of Our Island Home</i>	
Frances Karttunen, <i>Our Island Home Family Council</i>	
Tim Soverino, <i>Our Island Home Family Council</i>	
Dawn Hill Holdgate, <i>Select Board</i>	
Rachel Day, <i>Our Island Home Administration</i>	
Martha Butler, <i>Citizen-at-large (appointed by Select Board)</i>	

Georgia Ann Snell, *Citizen-at-large (appointed by Frances Karttunen)*

Our Island Home Building Committee

Jim Kelly, *Select Board*
Dawn Hill Holdgate, *Select Board*
Stephen Maury, *Finance Committee*
Peter McEachern, *Capital Program Committee*
Rachel Day, *Our Island Home Administration*
Dave Fredericks, *At-large*
Alison Forsgren, *At-large*

Polpis Harbor Municipal Property Advisory Committee

Rita Higgins, *Select Board* - succeeded by Matt Fee
Robert McNeil, *Department of Public Works*
Andrew Bennett, *Conservation Commission*
Jim Lentowski, *Nantucket Conservation Foundation*
Diana Brown, *Nantucket Community Sailing*
Diane Pearl, MD, *Polpis Area Homeowner*

Real Estate Assessment Committee

Rhoda H. Weinman, Esq., <i>Chairman</i>	2020
John B. Brescher, Esq.	2018
Thomas Barada	2018
Lee W. Saperstein	2019
Penny Dey	2020

Registrars of Voters (terms expire March 31)

Carolyn Gould	2018
Janet Coffin	2019
David Goodman (d. 2/12/2018) – succeeded by Susan Cary	2020
Catherine Flanagan Stover, <i>ex officio</i>	

Roads and Right-of-Way Committee

Allen Reinhard, <i>Chairman</i>	2019
Leslie W. Forbes	2018
John Stackpole	2018
Nelson Eldridge	2018
Stephen Welch	2019
Rick Atherton	2019
Nathaniel Lowell	2020
Lee W. Saperstein	2020
Bert Ryder	2020
Andrew Vorce, <i>NP&EDC, ex officio</i>	

Scholarship Committee

Jeanne Miller, <i>Chairman</i>	2019
Charles A. Manghis	2018
Margaret Detmer	2018
Leslie W. Forbes	2018
Mark Voigt	2019
Jana Starr Duarte	2020
Kristie Flaherty Ferrantella	2020
Michael Cozort, <i>School Superintendent</i>	

Town Government Study Committee

John B. Brescher, <i>Chairman</i>	6/30/2020
Kristie Flaherty Ferrantella	6/30/2020
Tucker Holland	6/30/2020
Linda Williams	6/30/2020
Rick Atherton	6/30/2020
Richard Ray	6/30/2020
Vacant	6/30/2020

Tree Advisory Committee

David Champoux, <i>Chairman, Tree Warden</i>	
Terry Pommert	2018
Benjamin Champoux	2018
Geoff Smith	2019
John Schichtel	2019
Whitfield C. Bourne	2020
Robert D. McNeil, <i>Department of Public Works, ex officio</i>	

Wood's Hole, Martha's Vineyard and Nantucket Steamship Authority Port Council

Nathaniel Lowell	2019
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Zoning Board of Appeals

Edward Toole, <i>Chairman</i>	2019
Lisa Botticelli	2018
Michael O'Mara	2020
Kerim Koseatac	2021
Susan McCarthy	2022
<i>Alternate Members</i>	
Mark Poor	2020
Geoffrey Thayer	2018
Jim Mondani	2019

APPOINTMENTS BY TOWN MANAGER

Advisory Committee of Non-Voting Taxpayers

Justin Strauss, <i>Chairman</i>	2018
Howard Blitman	2018
Peter E. Halle	2018
Barbara M. Matteucci	2018
Vacant	2018
C. Louis Bassano	2019
Susan Matloff	2019
Anthony F. Walsh	2019
Donald Green	2019
Gary A. Beller	2019
William Sherman	2020
Peter J. Kahn	2020
Vacant	2020
Vacant	2020
Vacant	2020

Commission on Disability

Milton Rowland, <i>Chairman</i>	2020
Karenlynn Williams	2018
Maribeth Maloney	2018
John Malloy	2019
Penny F. Snow	2019
Georgia Ann Snell	2020
Jeanette Topham	2020

Parks and Recreation Commission

Cheryl Emery, <i>Chairman</i>	2018
F. Nash Strudwick – succeeded by Blair Janelle	2018
Maggie Borneman – succeeded by Amy Baxter	2019
Charles J. Gardner	2020
Diane Reis Flaherty	2020

Traffic Safety Work Group

Michael Burns, <i>Transportation Planner</i>
Charles J. Gardner, <i>At-Large</i>
Arthur Gasbarro, <i>At-Large</i>
Stephen Murphy, <i>Fire Chief</i>
Robert McNeil, <i>Department of Public Works</i>
William Pittman, <i>Police Chief</i>
Milton Rowland, <i>Commission on Disability</i>

Visitor Services Advisory Committee

Diane Reis Flaherty, *Chairman*

Mary D. Malavase

Peter A. Morrison

Louise Swift

Sean Dew

Gene Mahon

Christina Hall

2019

2020

2020

2018

2018

2019

2019



COUNTY AND STATE OFFICERS

County Commissioners

Rita Higgins, <i>Chair</i>	2020
Matt Fee	2019
Jim Kelly	2019
Jason Bridges	2020
Dawn E. Hill Holdgate (2018) – re-elected	2021

Registry of Deeds

Jennifer Ferreira, <i>Register</i>	2018
Kimberly Cassano, <i>Assistant Register</i>	
Amanda Furtado, <i>Administrative Assistant</i>	

Superior Court

Mary Elizabeth Adams, <i>Clerk of Courts</i>	2018
Colleen S. Whelden, <i>Case Coordinator</i>	

District Court

Thomas S. Barrett, *First Justice*
Deborah A. Dunn, *Associate Justice*
Donald P. Hart, *Clerk-Magistrate*
Jennifer Pease, *Chief Probation Officer*
Jesse McWilliams, *Probation Officer*
Linda Aguiar, *Probation Case Coordinator II*
Pasha Struncis, *Operations Supervisor*
Barbara Mendez, *Case Coordinator*

Probate and Family Court

Randy J. Kaplan, <i>Justice</i>	
Susan Beamish, <i>Register</i>	2020
Sarah E. Maxwell, <i>Case Coordinator</i>	

APPOINTMENTS BY COUNTY COMMISSIONERS

Wood's Hole, Martha's Vineyard and Nantucket Steamship Authority Governing Board

Robert F. Ranney	2018
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NANTUCKET STATE AND FEDERAL REPRESENTATIVES

Elizabeth Warren, <i>US Senator</i>	2018
Edward J. Markey, <i>US Senator</i>	2020
William Keating, <i>US Representative</i>	2018
Dylan Fernandes, <i>State Representative</i>	2018
Julian Cyr, <i>State Senator</i>	2018

GENERAL GOVERNMENT REPORTS

HUMAN RESOURCES DEPARTMENT

This past year the Human Resources department continued to focus on key health insurance and collective bargaining initiatives. Importance was placed on the conclusion of union negotiations in that the Town, including the School and enterprise funds, was engaged with eight bargaining units whose contracts expired June 30, 2017. The Town's core negotiating team was comprised of the Human Resources Director and Assistant Director as well as outside counsel from KP Law. The team was augmented by departmental Directors, the Police and Fire Chiefs and Finance, when necessary.

The ongoing growth in the local economy has placed an emphasis on the staffing of seasonal, part-time and full-time employees. The lack of year-round affordable housing and/or availability of housing on the island continues to pose increased pressure on recruitment and retention of employees. Several training and development workshops were provided for Town employees inclusive of Safety, Respect in the Workplace, Conflict of Interest, Public Records and Open Meeting Law, in addition to a few department focused initiatives.

In October, the Town and the Public Employee Committee (PEC) concluded negotiations through Chapter 32B section 21-23. The Human Resources department held a special open enrollment period and circulated information on the impact of the new plan design changes for all Blue Cross Blue Shield plans to employees. The plan design changes that were implemented included a deductible and increase in co-payments that aligned with the GIC benchmark plan. The Human Resources department dedicated time and resources to educating subscribers and invited Blue Cross Blue Shield to conduct informational meetings at various Town offices.

Additional noteworthy accomplishments included the search for a new Chief Technology Officer, Our Island Home Administrator, Deputy Director of Public Works and Deputy Fire Chief. Stephen R. Tuzik, former Labor Relations Director, departed the Human Resources department in May and we welcomed Michelle Malavase, Human Resources Benefits Administrator, to our team. This allowed the department to expand its portfolio of services offered, improve efficiency, streamline processes and continue providing excellent customer service.

The Human Resources department continues to build very good relationships with our employees, union leadership and retirees. The department writes and distributes a newsletter that is distributed electronically to all Town and School employees as well as retirees. The Nantucket Employee Empowerment Team (NEET) continues to be active with the employee base and community by sponsoring events including gathering clothes and other needed items for Our Island Home and the Saltmarsh Senior Center as well as food for The Food Pantry during the annual employee appreciation event.

The focus for the upcoming fiscal year will be recruitment, policy implementation and administration, professional development and the commencement of the next round of contract negotiations. The Human Resources department will continue to provide exceptional administration and support for all aspects of Human Resources function such as Employee Relations, Training, Compensation, Performance

Management, Recruiting, Employee and Retiree Benefits, Occupational Injuries/Workers Compensation, Personnel Records, Family Medical Leave, Medical Cost Analysis and related core activities.

Respectfully submitted,

Amanda E. Perry
Human Resources Director

INFORMATION TECHNOLOGY

The Information Technology Department is responsible for the implementation, support and maintenance of the communications infrastructure and all hardware and software for the Town of Nantucket. Our infrastructure is built around a fiber backbone and internet service providers with a redundant wireless wide area network. Our hardware primarily consists of servers, computers and printers which provide core services such as email, file sharing, printing and desktop computing. We support a variety of software platforms, including desktop software and operating systems and larger core applications such as the Town's email system, the municipal financial system (MUNIS) and the Geographic Information System (GIS).

The following is a summary of the initiatives that were achieved during the 2018 fiscal year:

- Ongoing E-permitting training and design sessions continued with Health and PLUS departments with the Health Department going live with Food Service Permits in October of 2017. The setup and design of the Online Customer Portal was started along with a review of available online payment methods and transaction processing vendors. Testing of the automatic integration of permit payments to our Financial Management System, MUNIS, began. Global contact management processes were reviewed with departments to ensure consistency across departments when accessing centralized contacts, such as licensed professionals, business owners and establishments.
- The Town's MUNIS server experienced a hardware system failure in July 2017. As a result, Disaster Recovery Services were invoked from Tyler Technologies. MUNIS services were temporarily moved to a Cloud based system while the faulty hardware was replaced, reimaged and MUNIS services were restored to the local server.
- IT spent some time in FY18 working with NCTV to transition meeting recordings to YouTube. This transition should save the Town over \$5,000 a year and provide citizens easier access to meetings and forums on a greater variety of devices and streaming platforms. We will continue to work with NCTV in the coming year to expand the recordings of meetings to other locations outside of the 4 Fairgrounds meeting rooms.
- IT evaluated the possibility of expanding the use of the Town's Records Management System, used primarily by the Town Clerk's Office, into other areas. After funding is secured, the system will be expanded to include archived meeting records from our website. The data will be accessible to the public via a new Web Portal. This initial rollout will be a pilot for eventual expansion across all Town departments for the archival of public records.
- We have nearly completed the roll-out of Office 365 with over 138 machines updated with the newest version of MS Office. Approximately 10 desktops and 20 laptops remain to be upgraded.

- To improve network redundancy, we replaced our existing single firewall installation with a dual firewall solution providing for automatic fail-over in the event of a hardware failure and we installed and configured two new replacement servers.
- We completed several major infrastructure projects this past year, relocating network equipment and servers from prime office space to more secure locations at DPW and at the Town Building at 16 Broad Street. We were also engaged by Wannacomet Water to work with their project engineers on the IT specifications for their new building. Work on this project involved the design and setup of the new data center room and coordination of internet and fiber pulls into the building.
- In FY18, work began on the Town's Website Re-Design project. The new website will premier in September of 2018 and will showcase all new photography and art from local artists. The new layout takes cues from other cities and towns and incorporates new ways of providing access to information and making the website more user friendly.
- As part of the Website Re-Design project, we will be expanding the Town's emergency notification and readiness program with the use of a new website module called CivicReady. This module will roll out in FY19 across all Town entities including the Airport, Fire, Police and Schools.
- The GIS Department contracted with a firm to capture new aerial images of the island. The flyover took place on May 2, 2018. The Town's data layers will be updated using these new images and will be available on our website by the end of 2018.
- The GIS Department also began work with the Census Bureau in advance of the 2020 Census to update the Bureau's island addresses. In many cases, government funding is based on population, so ensuring Nantucket's numbers are as accurate as possible can have a huge financial impact for the island.
- A web-based system to manage and track public information requests was procured and officially launched on the last day of FY17. In FY18, the system was used to handle 294 public records requests across three Town entities: Town, Police, and School.
- The Website continues to maintain the same level of page visits, views, and unique views as years past logging 472,245 visits, 938,488 pageviews and 713,968 unique pageviews.
- A total of 2,191 Helpdesk requests were handled in FY18. Town GIS Services logged 40,215 visits to the on-line GIS website. 197 maps were prepared for Town departments and for the public and 65 maps were created for Special and Annual Town Meetings.

With limited resources and increased demands, the work accomplished this past year would not have been possible without the hard work and dedication of the IT staff. Their efforts are very much appreciated.

Respectfully submitted,

Linda Rhodes
Information Technology Manager

NANTUCKET ISLANDS LAND BANK

The Nantucket Islands Land Bank was established by the voters of Nantucket in 1984 for the purpose of acquiring, holding, and managing important open space resources of the island for use and enjoyment by the general public. Funding for the program is derived primarily from a 2% transfer fee levied against most real property transfers within Nantucket County. Fiscal year 2018 yielded \$23,098,921 in transfer fee revenue compared to last year's \$18,793,370. The Land Bank acquired 37.31 acres of land at a cost of \$18,640,875. The Land Bank now owns 3,157 acres with an additional 503.4 acres permanently protected by conservation restrictions held either alone or in conjunction with the Nantucket Land Council. Since inception, the Land Bank has spent \$304,057,076 on land purchases on the island.

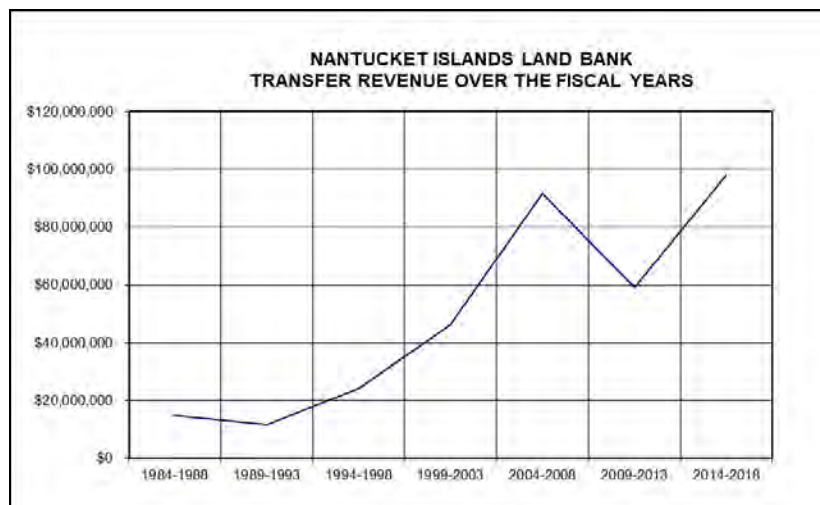
Five elected Land Bank Commissioners serve without compensation administering the Nantucket Islands Land Bank Act (Chapter 669 of the Acts of 1983, as amended).

John J. Stackpole	April 2019
Richard J. Glidden	April 2020
Neil Paterson	April 2021
Kristina Jelleme	April 2022
Allen B. Reinhard	April 2023

The Commission received full-time staff support from Executive Director Eric Savetsky (since 1997); Assistant Director Jesse A. Bell (since 2008); Administrator/Finance Manager Susan C. Campese (since 2010); Property Foreman Jeffrey W. Pollock (since 2003); Property Management Coordinator Dane DeCarlo (since 2016); Property Manager Robert W. Earley (since 1997); Property Steward Richard Schraff (since 2015); and several seasonal employees. Part-time staff support was provided by Environmental Coordinator Rachael Freeman (since 2014) and Assistant Administrator Marian Wilson (since 2014).

REAL PROPERTY TRANSFERS AND FEE COLLECTION

During the year the Land Bank processed 1,148 real property transfers having a total gross value of \$1,214,140,800 compared to last year's \$977,496,110. The following graph shows transfer fee revenues since the Land Bank's inception in 1984.



SOURCE AND USE OF LAND BANK FUNDS

Sources of Land Bank revenue include transfer fee income, interest earned on investments, proceeds from the issuance of land acquisition bonds and notes, and charitable contributions. All funds received by the Land Bank are deposited into a revolving account which the Commission uses to administer land acquisition and property management programs, and to retire debt issued for land acquisitions. The fiscal year 2018 financial summary is shown below:

Assets:

Undesignated Cash & Equivalents	\$22,806,234
Designated Cash & Equivalents	\$5,409,608
Designated Investments	\$2,783,900
Receivables	\$371,568
Grants Receivable	\$922,117
Inventory & Other Current Assets	\$336,403
Land & Conservation Rights	\$320,756,743
Buildings & Equipment	\$16,653,260
Deferred Outflows of Resources	\$573,560
	<hr/>
	\$370,613,393

Liabilities:

Notes Payable	\$7,450,000
Bonds Payable	\$18,024,681
Other Payables & Liabilities	\$3,633,022
Unearned Grant Revenue	\$1,383,175
Deferred Inflows of Resources	\$293,305
	<hr/>
	\$30,784,183

Net Assets

\$339,829,210

Revenues:

Land Bank Transfer Fee	\$23,098,921
Golf Operating	\$4,031,744
Other Income	\$2,664,481
Interest Income	\$197,636
Insurance Reimbursement	\$585,817
	<hr/>
	\$30,578,599

Expenses:

Land Bank Operating	\$2,639,363
Golf Operating	\$4,750,579
Loss on Disposal of Property & Equip.	\$354,586
Unrealized Loss	\$81,319
Land Bank Interest	\$666,635
Golf Interest	\$61,116
	<hr/>
	\$8,553,598

Net Income

\$22,025,001

LAND ACQUISITIONS

The Land Bank acquired several new properties adding a total of 37.31 acres to its holdings during fiscal year 2018. A brief description of this acquisition and its purchase price is listed below:

21 Easy Street (.08 acres): This downtown waterfront parcel contains a single-family home, which the seller has retained use of through December of 2019. Once the house is relocated, this lot will be combined with the adjacent property at 27 Easy Street (also owned by the Land Bank) to create a public waterfront park. The Land Bank will receive a generous grant from the Gerard B. Lambert Foundation in memory of Bunny Mellon which will fund construction of the park.

14 & 16 Candle House Lane (0.25 acres): This property, known as "Garden by the Sea", is situated within a downtown residential area and is adjacent to Land Bank land at 3 North Mill Street and 12/14 Mill Street (property which surrounds the Ham Pony Fields owned by the Nantucket Historical Association). This well-established garden is popular with the public and the Commission believed the property was perfectly suited to serve as a pocket park in an area that experiences heavy pedestrian traffic year-round. The acquisition was the result of a successful collaboration between the Land Bank, conservation-minded sellers who were willing to sell below market value, and generous neighbors who were willing to provide financial support to see the property preserved.

3 North Mill Street (portion, 0.12 acres); 12 & 14 Mill Street (0.23 acres): These parcels surround the popular Ham Pony Field owned by the Nantucket Historical Association and are adjacent to the Land Bank's recently acquired Garden by the Sea. The Commission believed preservation of this property was necessary to protect the open and agrarian feel of the Ham Pony Field. These lots were also a collaborative effort between the Land Bank, conservation-minded sellers who were willing to sell below market value, and donations from generous neighbors who wanted to see the property preserved.

1, 3, and 9 Miacomet Road (3.54 acres): This land was acquired by the Land Bank from the Town for open space and recreational purposes.

71 Washington Street (0.09 acres): This acquisition was the result of a successful collaboration between the Town, Land Bank, and the Nantucket Island School of Design and the Arts ("NISDA"). The Town wanted to acquire a portion of the property for roadway improvements and the Land Bank felt it was important to open up views of Washington Street and the harbor for pedestrians, bicyclists and vehicles rounding the corner. In addition, the Land Bank owns harbor front property directly across the street, and NISDA was a conservation-minded seller who did not want to see their property sold to development.

Smooth Hummocks, Share 9 (33 acres): This was a critical acquisition in the Land Bank's "crown jewel", the Smooth Hummocks Coastal Preserve. The Land Bank owns over 500 acres in this area, almost all of which is rare coastal sandplain habitat. Share 9 adds to this large expanse of contiguous habitat that is home to numerous rare species. In addition, this particular property includes Ladies Beach, which is one of the most popular beaches on Nantucket.

PROPERTY MANAGEMENT

Property management activities this year included annual projects such as maintenance of walking trails,

grassland restoration mowing and burning, brush cutting of heavily overgrown areas, opening up scenic vistas, rare plant monitoring, invasive plant species management, beach clean-up, beach access management, property line delineation, and maintenance/improvement of roadways and parking areas which provide public access to Land Bank and other public properties.

Respectfully submitted,

Neil Paterson
Chairman

LEGISLATIVE UPDATE

It is an honor to continue to serve you and Nantucket in the State House. I remain committed to seeing that the Island has a voice at the State House to ensure its unique needs are addressed.

This session, we passed legislation increasing our renewable energy portfolio, battery storage, and deepwater offshore wind south of Martha's Vineyard. We also expanded the democratic process by passing comprehensive civics education requirements in schools and automatic voter registration. We passed many more bills covering coastal resiliency, criminal justice reform, education, gun safety, and housing.

So far this session, I passed 11 of my bills through the House of Representatives. These bills include signing Massachusetts onto the Paris Climate Agreement, a special commission to study the effects of coastal and ocean acidification on our shellfish industry and environment, and a commission designed to match those suffering with addiction to the best long-term treatment options available. Nantucket files by far the most home rule petitions of any town in Massachusetts. Of the nine Home Rule Petitions that Nantucket sent to the legislature, I have passed six through the House of Representatives, four of which have passed the Senate and were signed into law by the Governor.

In the FY 2019 budget, Senator Cyr and I secured funding for shellfish propagation (\$175,000), off-island transportation (\$50,000), and substance misuse and mental health services on Nantucket (\$25,000). I will continue to press for legislation prioritizing critical issues facing our district around climate change, water quality, addiction treatment, and workforce housing, to name a few.

I thank the citizens of Nantucket for their continued and energetic civic engagement. Whether it be stepping up to serve on a committee or simply volunteering time to a local cause, your advocacy helps keep our community and our democracy strong.

My office is always here to serve you. Reach out to me anytime at (617) 722-2430 ext. 6 or email me at Dylan.Fernandes@mahouse.gov.

Respectfully submitted,

Dylan Fernandes
State Representative

DEPARTMENT OF MUNICIPAL FINANCE

The Department of Municipal Finance includes Assessing, Collections, Treasury, Accounting, Budget and Operations. The department operates under the requirements of Massachusetts General Law (MGL) and the Massachusetts Department of Revenue (DOR). An independent firm of Certified Public Accountants audits the Town's financial statements annually. The department provides staff support to the Abatement Advisory Committee, Ad Hoc Budget Committee, Audit Committee, Capital Program Committee and Finance Committee.

Assessing

The Assessor's office personnel (Tax Assessor plus four full-time positions) collect, compile and verify data for the valuation of all real estate and personal property, a total of 20,987 residential, commercial, open space, personal property and exempt accounts. In addition to assessing real estate and personal property accounts, the Assessing Department processes property tax abatements, motor vehicle and boat excise taxes and abatements, statutory exemptions, residential exemptions, betterment assessments and abutters' notification lists.

The Assessor's Office annually determines the taxable value of all properties using market-based ratio studies and statistical analyses. Fiscal year 2018 assessed values for all property were as follows:

Residential properties	\$20,839,860,173
Commercial	1,098,763,770
Industrial	54,697,357
Open Space	1,917,600
Personal property	260,672,715
Total taxable property	\$22,255,911,615
Exempt property	3,719,758,300
Total property assessed value	\$25,975,669,915

Total taxable property increased by \$469,310,1190 or 2.15% compared to the previous year. Assessment data is available to the public on the Town's website at <http://www.nantucket-ma.gov>.

The Town's levy limit in 2018 was \$71,686,428, an increase of \$2,969,687 or 4.32%. This increase came from the allowable Proposition 2½ % increase, which yielded revenue of \$1,717,919 and certified new growth which yielded revenue of \$1,251,767.

Levy Base (previous fiscal year's Levy Limit)	\$68,716,742
Proposition 2½	\$1,717,919
Revenue from Certified New Growth	\$1,251,767
Fiscal Year 2018 Levy Limit (next fiscal year's Levy Base)	\$71,686,428
Debt Exclusion	\$8,036,772
Fiscal Year 2018 Maximum Levy	\$79,723,200

The actual tax levy for FY 2018 was \$78,168,480, an increase of \$3,614,798 or 4.84% over the previous year. Property tax abatements granted on the 2018 tax levy during the abatement period totaled \$294,774, or 0.377% of the levy.

Tax rates for fiscal year 2018 were:

Residential	\$3.53
Open Space	\$3.34
Commercial	\$5.97
Industrial	\$5.97
Personal Property	\$5.97

For comparison, the average residential tax rate in the Commonwealth of Massachusetts in 2018 was \$15.15. Nantucket's composite or nominal tax rate was \$3.51. This is the rate that would be charged if the community used a single rate structure.

A residential exemption is available for year-round residents, as authorized by MGL Chapter 59 section 5c. The amount of the exemption is voted annually by the Select Board as part of the tax classification hearing. For the fiscal year 2018 the exemption voted was increased from 20% to 25% of the average residential value or \$486,050. There were 2,241 properties that qualified and received this assessment credit on their tax bills for fiscal year 2018. Average values and taxes on residential properties are listed in the next chart.

	Total Value	Exemption	Taxable value	Tax Bill
Nantucket year-round residential	\$1,242,642	\$486,050	\$756,592	\$2,671
Massachusetts average single family ¹	\$395,909	N/A	\$383,973	\$5,627
Nantucket all residential	\$1,944,200	N/A	\$1,944,200	\$6,863

¹<https://dls.gateway.dor.state.ma.us/DLSReports/DLSReportViewer.aspx?ReportName=SingleFamilyTaxBill&ReportTitle=Statewide%20Average%20Single%20Family%20Tax%20Bill>. State average does not include Nantucket and the 14 other communities that have a residential exemption.

Collections

The Collector's office personnel (Collector plus 2 ½ positions) bill and collect for real estate, personal property, motor vehicle excise and boat excise taxes and landfill bills. In addition, they process police and fire off-duty bills, departmental receipts for the Town and County, process lockbox payments and prepare municipal lien certificates for property sales or transfers. Taxpayers have two options to pay their tax bills, in the Finance offices or online for paying real estate, personal property, motor vehicle and boat excise tax bills. To use the online system, taxpayers simply need their bill number and year; then go to the Town's website at http://www.nantucket-ma.gov/Pages/NantucketMA_Tax/index.

In 2018, tax collections using the online bill pay and in office services were \$78,242,069; this includes collections of \$76,433,211 or 99% of the 2018 tax levy, and \$1,808,858 in delinquent taxes and tax liens. Property tax revenue represented 82.27% of revenue for the general operating fund.

Other revenue for the general operating fund of the Town for fiscal year 2018 is as follows, shown with fiscal year 2017 for comparison:

Other Revenue	2018	2017
Excise Taxes – motor vehicle, room, boat, meals	\$8,307,902	\$8,047,770
Charges for services – copies, Municipal Lien Certificates	\$32,522	\$35,071
Licenses, permits, rentals and fees	\$3,388,203	\$3,306,753
Penalties, interest, fines and forfeits	\$553,976	\$434,929
Other income	\$611,069	\$245,385
State Aid	\$3,356,737	\$3,287,323
Total other revenue	\$16,250,409	\$15,357,231

Treasury

The Treasurer's office personnel (Treasurer plus 2 ½ positions) process payroll and accounts payable for the Town, County, NRTA and Land Bank, issue all new debt, invest Town funds as allowable by law, collect on or close lien tax accounts, make all debt service payments and work with the Town's financial advisor and bond counsel on the financial disclosure related to issuing new debt and SEC required reporting for outstanding debt.

MGL defines allowable borrowing purposes, maximum terms, limitations to overall debt, and types of borrowing that are inside or outside a legally defined debt limit. The debt limit for inside debt is 5% of Equalized Value (EQV) as determined by the Commonwealth, biannually. Nantucket's 2018 EQV is \$23,796,647,900, the fifth highest in the Commonwealth, and the debt limit is \$1,189,832,395.

The Town's long-term debt outstanding on June 30, 2018 consists of Governmental Funds debt of \$64,381,452 and Enterprise Fund debt of \$86,913,931. Changes in general long-term debt during the year is shown in the following chart. Additional detail is available in the audit report (note that for audit report purposes, any short-term borrowing at year end, which was converted to long-term debt prior to the issuance of the audit report, is reported as long-term debt at year end, in accordance with Generally Accepted Accounting Practices (GAAP). This chart does not follow GAAP reporting conventions.

	Audited Balance				Audited Balance
Description	06/30/2017	Additions		Reductions	06/30/2018
Governmental Funds	59,646,309	9,530,000		4,794,857.05	64,381,452
Enterprise Funds:					
Wannacomet and Siasconset Water	\$23,436,300	1,426,000		2,055,000	22,807,300
Nantucket Memorial Airport	\$9,988,000			818,000	9,170,000
Sewer	\$55,589,027	134,000		3,303,621	52,419,406
Solid Waste	\$357,225	2,200,000		40,000	2,517,225
Total Enterprise Funds	\$89,370,552	3,760,000		6,216,621	86,913,931

Total Long-Term Debt	\$149,016,861		13,290,000		11,011,478
					151,295,383

Governmental fund debt consists primarily of General Fund debt and includes obligations on behalf of the Nantucket Islands Land Bank and the Sewer Enterprise Fund. Long-term debt was issued during the year at an effective net interest cost of 2.564%. Moody's Investors Service affirmed the Town's Aa2 rating on long-term debt, stating that the Aa2 rating continues to reflect the Town's substantial tax base and healthy financial position.

Changes in authorized but unissued debt during fiscal 2018 were:

Authorized but unissued debt:	Balance 06/30/2017		Additions		Reductions		Balance 06/30/2018
Governmental Funds	34,819,319		14,441,394		10,738,000		38,522,713
Enterprise Funds:							
Siasconset Water	2,340,250						2,340,250
Wannacomet Water	8,291,635		3,533,230		1,546,000		10,278,865
Nantucket Memorial Airport	11,408,225		2,187,000		60,000		13,535,225
Our Island Home	1,715,000						1,715,000
Sewer	\$60,850,000		27,179,113				89,490,113
Solid Waste	3,333,000				2,200,000		1,133,000
Total Enterprise Funds	89,381,110		32,917,343		3,806,000		118,492,453
Total Authorized but Unissued:	124,200,429		47,358,737		14,544,000		157,015,166

Reductions of authorizations include debt issuance (not previously borrowed short term) and actions by Annual Town Meeting.

Accounting

The Accounting office personnel consist of the Assistant Town Accountant and three full-time positions. The Director of Finance serves as the Town Accountant. The accounting division maintains the accounting records for 70 funds totaling \$452.7 million at the end of fiscal year 2018. Major funds include the General Fund (\$32.8 million); Town capital projects funds (\$48.3 million); Long-Term Debt (\$74.2 million); and non-major funds (state and federal grants, gift funds, revolving funds, six enterprise funds, and trust and agency funds (\$297.5 million).

The Accounting division also maintains the accounting records for the Community Preservation Funds (\$8 million) and Nantucket County (\$4.2 million) which is comprised of the General Fund, Deeds Excise Funds, County License Plate Fund, Grant Funds and the Land Bank payroll fund.

The Assistant Town Accountant with the assistance of two Accounting Clerks prepares the draft financial reports to meet local, state and federal requirements for the Director of Finance's review on an annual basis. The Director of Finance coordinates the annual audit with a third-party independent audit firm for both the Town and County. In FY 2019, the FY 2018 audit was completed on October 4, 2018 with a sixth consecutive unqualified opinion. An unqualified opinion, which is also referred to as a "clean" opinion, means in the independent auditor's opinion, the Town has fairly presented its financial position, results of overall government operations, changes in cash flows, and application and conformity with GAAP.

During FY 2018, most of the Accounting Division's focus was on the continued work around internal controls which needed to be strengthened as outlined in the FY 2015 and FY 2017 Audit Management Letter and Operational Review findings, as well as reconciling major fund activity (cash, accounts receivable, special revenue fund and trusts) on a monthly basis. The FY 2018 Management Letter identified no material weaknesses and contained only recommendations on improvements to the internal operations.

The findings corrected in FY 2017 consisted of the following: Monthly reconciliation of Airport Receivables with the Town, payroll processing, posting of Water and Sewer receipts, Health Insurance Trust payments and capital assets reconciliations.

Other matters are opportunities to strengthen internal controls or operating efficiencies throughout the Town. Other matters addressed in FY 2018 include but are not limited the completion and submission of the Comprehensive Annual Financial Report (CAFR), continued contributions to the Other Post-Employment Benefits (OPEB) trust and a review of the purchase order policy.

Budget

The Budget office personnel consists of one full time position and is assisted by the Director of Finance to maintain budget records for all budgetary fund and account groups, provide financial analysis during union negotiations and support department heads and Town Administration during the annual budgetary process.

The Massachusetts Department of Revenue certified the Town's FY 2018 Municipal Budget in the amount of \$141.4 million, comprised of \$94.4 million from the tax levy and other general revenues, \$6.6 million from Free Cash, \$3.2 million from other special revenue funds and \$36.9 million from Enterprise and Community Preservation Funds.

The FY 2018 General Fund budget was \$82.2 million which includes general government, public safety, marine and costal resources, maintenance, health and human services, and the school department. The General Fund budget also includes shared expenses in Town and school departments such as debt service, health and other insurances and retirement assessments.

Special revenue funds receive revenues from federal and state grants, and from fee-based programs. Revenues are legally restricted for a specific purpose under MGL Chapter, 44 Section 53E½ or other local and state legislation. The amount budgeted in FY 2018 for Revolving Funds were \$5.1 million. Revolving Funds budgeted amounts are not included in the total Municipal Budget amount listed above.

The Town of Nantucket has six enterprise funds (Nantucket Memorial Airport, Wannacomet Water Company, Siasconset Water, Our Island Home, Sewer and Solid Waste). Enterprise funds are established to show the full cost of operations for business type activities, and user charges provide a substantial portion of revenues. In lieu of residential user charges for solid waste operations, the Town of Nantucket provides funds to operate the landfill from general tax revenue. The total provided in FY 2018 was \$5,892,218, comprised of \$3,229,622 in operating overrides, approved by the voters at Annual and Special Town Meetings, with additional subsidy from the General Fund in the amount of \$2,662,596 for operations and \$700,000 for landfill mining. The Town of Nantucket also provides a General Fund subsidy to Our Island Home; the FY 2018 total provided from general tax revenue was \$1,511,446. In FY 2018 the Nantucket Memorial Airport did not require a subsidy from the General Fund. It is important to note, the Nantucket Memorial Airport subsidies from tax revenue were anticipated to be temporary and the Airport

Commission has committed to work with the Select Board on a repayment schedule to the General Fund over the ensuing fiscal years.

Department Highlights

FY2018 was a year of growth in the Finance Department. We added a key position in the department with the addition of Julia Lindner as our Financial Analyst. This position will be responsible for working with all departments in the development of a financial forecast. This forecast will be modeled to look out over the next 5-7 years. This is a very important step as the Town continues to grow, and the demand for services continues to increase. We continued to make progress in the addressing of the management letter comments. During FY 2018 we completed the Town's fourth submission of the Comprehensive Annual Financial Report (CAFR) for year ended June 30, 2018. The Town also submitted this report to the Government Finance Officers Association (GFOA) for participation in their Financial Reporting Excellence Award program. I am pleased to say during FY 2018 we were notified that we had achieved this award for the third consecutive year, making us one of only 24 communities in the Commonwealth to prepare, submit and receive the award. The report is available on the Town of Nantucket website.

On behalf of the Finance Department, I would like to take this opportunity to thank the public, Town Administration, Select Board, Finance Committee, Audit Committee, Ad Hoc Budget Workgroup, Board of Assessors, Capital Program Committee, Town, School and Enterprise Fund departments for your continued support during FY 2018. We look forward to continuing to improve our transparency and customer service levels in the coming years.

Respectfully submitted,

Brian E. Turbitt
Director of Municipal Finance

TOWN MANAGER

The Charter for the Town of Nantucket outlines fifteen specific duties for the Town Manager. These duties include: oversight of Town departments; personnel appointments; collective bargaining negotiations and other personnel-related matters; preparation of the annual budget and Town Meeting warrants; and, implementation of policy set forth by the Select Board. All departments, except for the School, Airport and Water departments, are contained within the purview of Town Administration. A report follows for significant or noteworthy Town Administration activities in FY 2018.

Several personnel changes occurred with department head and other management positions in Town Administration during FY 2018:

Personnel/Staffing

Human Resources

During FY 2018, our Labor Relations Director (formerly Human Resources Director) Steve Tuzik left to pursue other opportunities on-island. Assistant Director Amanda Perry became the Director. We wish Steve all the best and will miss him, but he leaves HR in the very capable hands of Amanda.

Town Administration

During FY 2018, the Massachusetts Open Meeting Law was amended by adding additional requirements to municipalities regarding meeting postings and meeting minutes. Keeping minutes current is a challenge to many towns and ours is no exception. We requested and received approval for an additional position in the FY 2019 operating budget to oversee Open Meeting Law compliance throughout the Town. By the end of FY 2018, we were finalizing the position description and were hoping to fill the position over the summer.

Fire Department

Throughout FY 2018, Fire Chief Stephen Murphy worked on the remaining steps needed to transition the Town's Emergency Medical Services from Basic Life Support to Advanced Life Support. Over the past two years, we have worked this program into the budget. Paramedic training is expected to begin in early FY 2019. Chief Murphy was also focused on construction of the new fire station, at the Public Safety Facility. Construction began in early spring of 2018 and is expected to be complete by early summer of 2019.

Department of Culture and Tourism

Janet Schulte became our Director of Culture and Tourism in August 2017, replacing former director Melissa Murphy. Janet has valuable experience with Island non-profits, including Maria Mitchell Association and Chamber of Commerce. During the year, Janet also took on the tasks of assisting with the Select Board's Strategic Planning process and providing assistance with the Board's review of the proposed Harbor Place development. We are glad to have Janet on board.

Department of Public Works

About half-way through the fiscal year, Deputy DPW Director of Operations Chuck Larson filled a new position of Strategic Projects Manager within Town Administration and immediately took on oversight of the development of a Coastal Resiliency Plan (more on that below), assisting with the Board's Strategic Plan development and other special and Strategic Plan-related projects. By the end of FY 2018, we were actively recruiting to fill the DPW position vacated by Chuck, as well as the position of Deputy DPW Director of Facilities – a new position funded for FY 2019.

Sewer Department

DPW Office Administrator Lora Kebbaty moved from DPW to the Sewer Department and promptly instituted organizational improvements that had not previously been able to occur without dedicated administrative staff. We (and Sewer Director David Gray) are very thankful for Lora's presence!

Our Island Home

In the fall of 2017, after several years of not being able to fill the Our Island Home Administrator position, we engaged a professional recruitment firm with expertise in nursing home administration. In March of 2018, new Our Island Home Administrator Brett Lennerton began work. Brett comes with considerable nursing home administration experience and we welcome him.

Information Technology

In FY 2017 we engaged an independent firm, Plante-Moran to conduct an IT assessment of the Town. The final report made several recommendations, including establishing the position of Chief Technology Officer. The FY 2019 budget allowed us to fund the position which is dedicated to implementing short-term and long-term technology projects, infrastructure improvements and a focus on interdepartmental coordination. By the end of FY 2018, Karen McGonigle (formerly Chief Technology Officer for the School) accepted the

position and is expected to start in early July 2018. Jennifer Erichsen, Public Safety IT Coordinator, moved into Karen's position. We wish Jenn the best and welcome Karen to our team.

FY 2018 Town Meetings/Budget

A Special Town Meeting (STM) occurred on November 6, 2017. The STM was called so that a bylaw proposing a moratorium until December 31, 2018 on Adult Use Marijuana Establishments could be considered. The Select Board put forward the article (as many other municipalities were doing) because the state had not yet finalized its regulations on these establishments. Before the Town put forward proposed zoning or other articles to allow for local regulatory authority, it was advisable to ensure an understanding as to what the state was or was not going to regulate in order to properly evaluate any recommended Town action. The moratorium article (Article 1) was adopted, along with two other marijuana-related articles: Article 2, a zoning article for the location of Adult Use (retail) and Medical Marijuana Establishments; and, Article 3 a local option sales tax on the retail sales of marijuana (3%). The remainder of the articles (27 in total) included appropriations, zoning bylaw amendments, citizen articles. Further details on the STM may be found on the Town's website (www.nantucket-ma.gov/544/Town-Meetings). Toward the end of FY 2018, the Board called a STM for October 10, 2018 to consider additional action on Adult Use and Medical Marijuana establishments.

The 2018 Annual Town Meeting, containing 90 articles (25 called for discussion), was held on Tuesday, April 2, 2018. It began and ended in one evening. Most (but not all) of the articles seeking appropriation for capital projects were called and discussed and all of them were approved. A citizen article seeking approval for a \$30,000,000 override was called and defeated. Several zoning articles were called and discussed. Citizen articles seeking to discontinue development of a community housing project on Town-owned property at 6 Fairgrounds Road; and a moratorium on "town housing" were both discussed at length and defeated. A citizen-sponsored home rule petition to formalize a name change from "Board of Selectmen" to "Select Board" was approved*. Several of the capital appropriation articles were contingent upon ballot votes. These items were on the April 10th Annual Town Election (ATE) Warrant. All but one of the items passed (Old South Road Corridor Improvements).

*Earlier in the year, the Board had already voted to change its name to "Select Board."

The FY 2019 General Fund operating budget as approved by the 2018 Annual Town Meeting was \$82,298,136 -- an increase of about 1% over FY 2018. Approved General Fund capital projects for FY 2019 totaled approximately \$7,500,000 mostly for infrastructure repairs, maintenance and capital improvements for Town and School buildings, vehicles and equipment. These expenditures were funded from Free Cash, unexpended prior year capital articles, the General Fund operating budget and additional tax revenue from the passage at the ATE of a capital exclusion as several debt exclusions for specific projects and items.

While economic conditions have improved and allowed us to begin implementing items that have been put off, we continue to be cautious as to continued economic growth and conservative in our revenue and expense projections. As we move toward developing budgets for FY 2020, we are continuing to review ways in which the Town can become more efficiently operated – some of these may have an upfront cost but would achieve long-term savings and/or better service to the community.

Significant Projects/Issues

January 4, 2018 Sewer Force Main Failure

During a severe winter storm on January 4, 2018 (identified meteorologically as a “bomb cyclone” type of storm), one of two sewer force mains connected to the Sea Street Pump Station, failed. Sea Street receives raw sewage from approximately 80% of the Island’s sewer users before being pumped through the force main to the Surfside Wastewater Treatment Facility. Following the break, flow to the damaged force main was diverted to the one other force main that serves this pump station. Before the break could be diverted, however, approximately 2.7 million gallons of untreated sewage was discharged to the harbor and area streets. As soon as the break was diverted to the other force main, decontamination and clean-up ensued, and most streets were safely re-opened for public use. South Beach Street, where the force main break was identified as having occurred, remained closed for several months after being significantly compromised by the sewer force main failure. During those months work to access, assess and repair the damaged pipeline occurred as well as reconstruction of the affected areas of the street and sidewalks. Immediately following the break, many island contractors, businesses and citizens responded quickly to help with not only supplies, materials and labor but also food and support for those working round the clock to make the necessary repairs. This support was amazing and so very much appreciated by all involved. By the end of FY 2018, the damaged force main had been repaired (but not put back into service), the other force main remained on-line and active, and plans were being made to seek funds to design and construct a new force main with a different route from Sea Street to Surfside. Thank you to everyone who provided support and assistance throughout this very difficult situation.





Strategic Planning

The Board and Town Administration spent a good deal of time during FY 2018 working to develop a Strategic Plan, using three Focus Areas that the Board had previously identified: Environment, Housing and Transportation. We used a facilitator to develop objectives in each focus area, and then toward the end of FY 2018 we were planning to engage a professional consulting firm to help us with a plan to “operationalize” the departmental work needed to accomplish the objectives in the Plan. Work on this was expected to continue throughout the summer and well into the fall. A document outlining the framework of the plan can be found on the Town website at <https://nantucket-ma.gov/DocumentCenter/View/22924/Town-of-Nantucket-Strategic-Planning-Framework-for-web?bidId=>.

During FY 2018, with the assistance of the Nantucket Coastal Conservancy, we also started discussing the need to develop a Coastal Resiliency Plan. We engaged a consultant, Milone and MacBroom to help with outreach and public workshops. We held our first workshop in May 2018 and had another scheduled to take place during the summer. We were also seeking to become certified as an “MVP” (Municipal Vulnerability Plan) community. MVP is a state program that helps certify local communities to make them eligible for grants and other assistance.

Financial Management

In FY 2018, the Finance Director prepared a Comprehensive Annual Financial Report (CAFR) for the fourth consecutive year. This is a major undertaking and provides the public with just about anything you would want to know about the Town’s finances. The report is available on the Town’s website at www.nantucket-ma.gov/181/Finance-Department. The Town was awarded the Government Finance Officer’s Association (GFOA) Certificate of Achievement for Excellence in Financial Reporting for the 2017 CAFR. A lot of work goes into preparing the CAFR and we thank Finance Director Brian Turbitt and his staff for their efforts towards this achievement.

Public Buildings and/or Roads

Several projects continued or commenced in FY 2018, including:

- New Fire Station. Construction commenced on the new fire station in early 2018. Completion is expected by summer of 2019.
- Milk Street bike path extension. This project, which was delayed due to utility pole issues, was finally completed at the end of FY 2018.
- Our Island Home. During the year, the Board agreed to explore what it would take to construct a new facility and/or renovate the existing facility at the current Our Island Home site. This review was expected to continue throughout the next fiscal year.
- Surfside area roads reconstruction. After a multi-year effort to acquire the Boulevard, Lover's Lane, Okorwaw and Monohansett roads as public roads, we are now working on a multi-year plan to reconstruct these roads with proper drainage and surfacing. Phase I (Boulevard and Lover's Lane to Okorwaw) began in FY 2017 and was complete by the end of FY 2018. Design and engineering for Phase II (Okorwaw, Monohansett and the entirety of Lover's Lane) will occur during FY 2019.

Housing

After months of public discussion about options for housing for the Town-owned property at 6 Fairgrounds Road, in FY 2017, we issued an RFP for a developer to construct affordable and workforce housing at the site. Three proposals were submitted and towards the end of FY 2017, the firm HallKeen Management was selected after an extensive evaluation process. During FY 2018, abutters filed a lawsuit against the project and as of the end of the year, the matter was continuing, and the project had not commenced as a result. Information on the community workforce housing project at 6 Fairgrounds can be found here nantucket-ma.gov/1045/6-Fairgrounds-Workforce-Housing.

The Richmond Great Point Properties housing development off Old South Road received final approval from the Planning Board during FY 2018 and the project, including roadway improvements to Old South Road was expected to begin in FY 2019.

In mid-FY 2018, an application for a Chapter 40B affordable housing development was filed for property off South Shore Road. By the end of FY 2018, this project was generating significant community attention and discussion, including at the Select Board level. Information regarding the project can be found here nantucket-ma.gov/1219/Surfside-Crossing-40B. Going into FY 2019, the Zoning Board of Appeals and Select Board were discussing the engagement of various independent consultants to review and examine various aspects of the project, including traffic, environmental, and infrastructure impacts.

I would like to extend my sincere thanks to the Select Board, my immediate staff, including Gregg Tivnan (Assistant Town Manager), Erika Mooney (Projects Administrator), Katie Cabral (Customer Service Specialist); Florencia Rullo (Public Outreach Coordinator & Records Access Officer); and, the department heads for their support and assistance throughout the year. I also extend thanks to the Town employees for their service to the Town. There is a lot of hard work that goes into making Nantucket a great place to live and that work often goes unseen. Of course, the support of the Nantucket community is always appreciated.

Respectfully submitted,

C. Elizabeth Gibson
Town Manager

Ways to keep informed of Town Government activities:

- Town website: www.nantucket-ma.gov
- Town Manager monthly e-newsletter subscription (sign up on the Town's website nantucket-ma.gov/1043/Town-Manager-Newsletter)
- Town Instagram: [townofnantucket](https://www.instagram.com/townofnantucket)
- Twitter: [@townofnantucket](https://twitter.com/townofnantucket)
- On-Demand Meetings/NCTV: Committee meetings and public forums (nantucket-ma.gov/1314/Nantucket-Government-TV)
- Weekly Town Manager radio update as to Select Board actions on 97.7 WACK FM radio (most Thursday mornings at 8am)
- Weekly "Town Talk" radio interviews with various Town officials on Saturday afternoon and Sunday morning
- "What's Going on in Town Government" with Geno Geng, Channel 99; videos can be seen at genotv.com
- New in 2018: Sign up for Emergency Alert texts (go to Town's website)

TOWN CLERK

It is with a heavy heart that I submit the report of the Town and County Clerk's Office for fiscal year 2018, relaying what is already known to most: the passing of much beloved Town Clerk, Catherine Flanagan Stover. Catherine served as Nantucket's Town and County Clerk for just over twenty years. She served the position with much passion and dedication to the residents of this beautiful island, which she, and several generations of her family before her, were proud to call home. Catherine's institutional knowledge of Town government and astute memory of island life and families, ran deep and will long be missed. Not the least among those who miss her are Gail Holdgate and I right here at the office. This past year we sadly also lost our long serving Registrar of Voters, David Goodman. David served ably for many years in this position, making himself available for virtually all elections. David was always certain to bring ballots to the Island Home residents, and along with the other Registrars, assist our elderly residents in the voting process. David always came when you needed him, another island individual who cared deeply about this town and the democratic process.

The year of 2017 - 2018 also saw the retirement of our Deputy Warden, Manny Dias, who served Town elections in Nantucket for 65+ years! Manny reluctantly retired his position and we'll all miss his friendly salutations, hugs, and handshakes as he watched the ballot box with a sharp eye! Catherine Stover ordered Manny a beautiful 65-year Town of Nantucket Pin (the company said they had never made such a pin before!) which was presented to him by the Select Board at their June 6th meeting in the presence of his family. It was plain to see how moved Manny was at this well-deserved honor. We all wish this incredible and long dedicated man continued health and happiness in his "retirement."

We would like to thank our Board of Registrars: Janet Coffin, Carolyn Gould and new Registrar Susan Cary, for their dedication to Town Election efforts, along with our too many to name dedicated Town

Meeting and Election workers – you all are the absolute best and make voting in this town a pleasant and friendly experience for all the individuals you serve! I am particularly thankful to our dedicated and long serving Elections Warden, Frank Psaradelis, along with Sheriff/Constable Jim Perelman and Constable Jerry Adams for their unwavering support to this office and the voting process of our town. We would also like to thank the administration, facilities management, teachers, and staff at Nantucket High School for allowing us to share in the school facility, oft times during a busy school day. We also must thank our experienced and there-at-our-every-need IT Department: Linda Rhodes, Molly Sprouse, Patrick McGloin, Mike Alvarez, and Enoch Sower; we couldn't do what we do without your expertise.

Last but never least, thank you to the voters, residents, summer residents, and our fellow Town employees for your support and the incredible kindnesses and condolences relayed to us this year. We remain at your service and plan to forge on with the important work of the Town Clerk's Office.

SPECIAL TOWN MEETING – NOVEMBER 6, 2017

The following is a summary of the articles called and discussed, and the votes taken by the November 6, 2017 Special Town Meeting held at the Nantucket High School, Mary P. Walker Auditorium, 10 Surfside Road. The meeting was called to order at 6:11 PM. There were 572 registered voters in attendance.

It was moved that the following articles be voted in accordance with the motions recommended by the Finance Committee or, in the absence of a Finance Committee motion, then in accordance with the motions as recommended by the Planning Board, as printed in the Finance Committee Report, with technical amendments brought forward during the course of the meeting: Articles 4, 5, 6, 7, 9, 10, 12, 13, 16, 19, 25, 26, and 27. The meeting was adjourned at 9:47 PM.

Article 1: Zoning Bylaw Amendment: Retail Marijuana Moratorium. (Called) Adopted by declared 2/3 majority voice vote.

Article 2: Zoning Bylaw Amendment: Retail and Medical Marijuana. (Called) Adopted by declared 2/3 majority voice vote.

Article 3: Local Option Tax on Sale of Recreational Marijuana. (Called) Adopted by majority voice vote.

Article 4: Supplemental Appropriation: Fire Station. (Not Called) Adopted by unanimous voice vote.

Article 5: Supplemental Appropriation: Airport Capital Project. (Not Called) Adopted by unanimous voice vote.

Article 6: Appropriation: Infrastructure Improvements. (Not Called) Take no action by unanimous voice vote.

Article 7: Bylaw Amendment: District Improvement Financing. (Not Called) Take no action by unanimous voice vote.

Article 8: Tom Nevers Bike Path. (Called) Not adopted by hand count vote: YES – 106; NO – 370.

Article 9: Appropriation/Real Estate Acquisition: 71 Washington Street. (Not Called) Adopted by unanimous voice vote.

Article 10: Real Estate Conveyance: Open Space Parcel (Creeks) to the Land Bank. (Not Called) Adopted by unanimous voice vote.

Article 11: Real Estate Conveyance: Madequecham Parcels. (Called) Adopted as amended by unanimous voice vote.

Article 12: Real Estate Acquisition: Miscellaneous Parcels. (Not Called) Adopted by unanimous voice vote.

Article 13: Real Estate Conveyance: Easement to National Grid/Sea Street Sewer Pump Station. (Not Called) Adopted by unanimous voice vote.

Article 14: Real Estate Conveyance: Industrial Land. (Called) Not Adopted by Hand count Vote: YES – 160; NO – 232.

Article 15: Bylaw Amendments: Board of Sewer Commissioners/Sewer District Map Change – Bartlett Farm Road and Hummock Pond Road. (Called) Take no action by unanimous voice vote.

Article 16: Bylaw Amendment: Board of Sewer Commissioners/Sewer District Map Change and Zoning Map Change: LUG-2 to R-40 - 1 Wherowhero Lane. (Not Called) Adopted by unanimous voice vote.

Article 17: Zoning Bylaw Amendment: Technical Amendments – Statutory Changes. (Called) Adopted by declared 2/3 majority voice vote.

Article 18: Zoning Bylaw Amendment: Technical Amendments – Definitions. (Called) Adopted by declared 2/3 majority voice vote.

Article 19: Zoning Bylaw Amendment: Technical Amendments – Miscellaneous. (Not Called) Adopted by unanimous voice vote.

Article 20: Zoning Bylaw Amendment: Multi-Family Development Options. (Called) Adopted by hand count vote: YES – 240; NO – 62.

Article 21: Zoning Bylaw Amendment: Commercial Storage Containers. (Called) Adopted with a technical amendment by declared 2/3 majority voice vote.

Article 22: Zoning Bylaw Amendment: Workforce Rental Community. (Called) Not adopted by hand count vote: YES – 123; NO – 188 (2/3 = 207).

Article 23: Zoning Map Change: LUG-2 to LUG-1 – 56 South Shore Road. (Called) Not adopted by hand count vote: YES – 113; NO – 109 (2/3 = 148).

Article 24: Zoning Map and Town and Country Overlay District Change: 3-9 South Shore Road.

(Called) Not adopted by hand count vote: YES – 127; NO – 93 (2/3 = 147).

Article 25: Zoning Map Change: LUG-2 to R-40 - 2 Daffodil Lane. (Not Called) Adopted by unanimous voice vote.

Article 26: Home Rule Petition: Amending the Membership of the Nantucket Planning & Economic Development Commission by Removing the Superintendent of the Department of Public Works. (Not Called) Adopted by unanimous voice vote.

Article 27: Acceptance of Massachusetts General Law: Authority to Establish Regulatory 20 MPH Safety Zones. (Not Called) Adopted by unanimous voice vote.

SPECIAL TOWN ELECTION – NOVEMBER 28, 2017

TOTAL BALLOTS CAST

8,927 registered voters
594 ballots cast
6.65% percentage voting

QUESTION ONE – FIRE STATION OVERRIDE

YES	423 ballots
NO	171 ballots
Blanks	0 ballots

ANNUAL TOWN MEETING – APRIL 3, 2018

The following is a summary of the articles called and discussed, and the vote taken by the 2018 Annual Town Meeting held at the Nantucket High School, Mary P. Walker Auditorium, 10 Surfside Road, on April 3, 2018. Ultimately, 630 registered voters were in attendance. The meeting was called to order at 6:06 PM.

It was moved that the following articles be voted in accordance with the motions recommended by the Finance Committee or, in the absence of a Finance Committee motion, then in accordance with the motions as recommended by the Planning Board, as printed in the Finance Committee Report, with technical amendments brought forward during the course of the meeting: 1, 2, 3, 4, 5, 6, 7, 8, 9, 11, 12, 13, 14, 18, 19, 20, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46, 49, 50, 53, 54, 55, 56, 57, 60, 61, 65, 68, 69, 70, 71, 74, 75, 76, 78, 79, 80, 83, 84, 85, 86, 87, 88, 89, and 90. The meeting was adjourned at 10:56 PM.

Article 1: Receipt of Reports. (Not Called) Adopted by unanimous voice vote.

Article 2: Appropriation: Unpaid Bills. (Not Called) Adopted by unanimous voice vote.

Article 3: Bylaw Amendment: Finances. (Not Called) Adopted by unanimous voice vote.

Article 4: Revolving Accounts: Spending Limits for FY2019. (Not Called) Adopted by unanimous voice

vote.

Article 5: Appropriation: Reserve Fund. (Not Called) Adopted by unanimous voice vote.

Article 6: FY 2018 General Fund Budget Transfers. (Not Called) Adopted by unanimous voice vote.

Article 7: Personnel Compensation Plans for FY 2019. (Not Called) Adopted by unanimous voice vote.

Article 8: Appropriation: FY 2019 General Fund Operating Budget. (Not Called) Adopted by unanimous voice vote.

Article 9: Appropriation: Health and Human Services. (Not Called) Adopted by unanimous voice vote.

Article 10: Appropriation: General Fund Capital Expenditures. (Called) Adopted with technical amendment by majority voice vote.

Article 11: Appropriation: FY 2019 Enterprise Funds Operation. (Not Called) Adopted by unanimous voice vote.

Article 12: Appropriation: Enterprise Funds Capital Expenditures. (Not Called) Adopted by unanimous voice vote.

Article 13: Enterprise Funds: Fiscal Year 2018 Budget Transfers. (Not Called) Adopted with technical amendment by unanimous voice vote.

Article 14: Appropriation: Prior Year Articles. (Not Called) Adopted by unanimous voice vote.

Article 15: Appropriation: Old South Road Area Transportation Improvements. (Called) Adopted by hand count vote: YES – 405; NO – 115 (2/3 = 343).

Article 16: Appropriation: Public Works Facility Improvements – Design. (Called) Adopted by declared 2/3 voice vote.

Article 17: Appropriation: Renovation of Marine Department Building. (Called) Adopted by declared 2/3 vote.

Article 18: Appropriation: Storm Water System Improvements. (Not Called) Adopted by unanimous voice vote.

Article 19: Appropriation: Sparks Avenue Sidewalk Improvements. (Not Called) Adopted by unanimous voice vote.

Article 20: Appropriation: Waterways Improvement Fund. (Not Called) Adopted by unanimous voice vote.

Article 21: Authorization: Ambulance Reserve Fund. (Called) Adopted by unanimous voice vote.

Article 22: Appropriation: Ferry Embarkation Fee. (Not Called) Adopted by unanimous voice vote.

Article 23: Appropriation: County Assessment. (Not Called) Adopted by unanimous voice vote.

Article 24: Appropriation: Finalizing Fiscal Year 2019 County Budget. (Not Called) Take no action by unanimous voice vote.

Article 25: Rescind Unused Borrowing Authority. (Not Called) Adopted by unanimous voice vote.

Article 26: Appropriation: Other Post-Employment Benefits Trust Fund. (Not Called) Adopted by unanimous voice vote.

Article 27: Appropriation: Affordable Housing Trust Fund. (Not Called) Adopted by unanimous voice vote.

Article 28: Appropriation for Special Purpose Stabilization Fund for Airport Employee Accrued Liabilities. (Not Called) Adopted by unanimous voice vote.

Article 29: Establishment of and Appropriation for Special Purpose Stabilization Fund for Town Employee Accrued Liabilities. (Not Called) Adopted by unanimous voice vote.

Article 30: Appropriation for Special Stabilization Fund for Substance Abuse Prevention Efforts. (Not Called) Adopted by unanimous voice vote.

Article 31: Renewal of Board of Health Septic System Betterment Loan Program. (Not Called) Adopted by unanimous voice vote.

Article 32: Appropriation: Establishment of and Appropriation for Special Education Reserve Fund. (Not Called) Adopted by unanimous voice vote.

Article 33: Community Preservation Committee: Fiscal Year 2019 Budget Transfers. (Not Called) Adopted by unanimous voice vote.

Article 34: Appropriation: FY 2019 Community Preservation Committee. (Not Called) Adopted with technical amendment by unanimous voice vote.

Article 35: Thirty Million Dollar Tax Levy Override. (Called) Not adopted by majority voice vote.

Article 36: Zoning Map Change: RC to ROH – Orange Street. (Not Called) Adopted by unanimous voice vote.

Article 37: Zoning Map Change: RC to R5 – Sparks Avenue and Williams Lane. (Not Called) Adopted by unanimous voice vote.

Article 38: Zoning Map Change: R-1 to CMI or CN – Cherry and Pleasant Street. (Not Called) Take no action by unanimous voice vote.

Article 39: Zoning Map Change: R-5 to CN – Airport Property: 10 Sun Island Road. (Not Called)
Adopted by unanimous voice vote.

Article 40: Zoning Map Change: SOH to VN – New Street, Siasconset. (Not Called) Adopted by unanimous voice vote.

Article 41: Zoning Map Change: CN to CTEC – Davkim Lane. (Not Called) Adopted by unanimous voice vote.

Article 42: Zoning Map Change: R-20 to R-1 – 3 Wyers Way. (Not Called) Adopted by unanimous voice vote.

Article 43: Zoning Map Change: R-20 to CN – 1 Airport Road. (Not Called) Adopted by unanimous voice vote.

Article 44: Zoning Map Change: Country Overlay District Open Space Miscellaneous Location – VR, LUG-1, and LUG-2 to LUG-3 and LUG-3 to MMD. (Not Called) Adopted by unanimous voice vote.

Article 45: Zoning Bylaw Amendment: Technical Changes to Chapter 139, §2 and 16. (Not Called)
Adopted by unanimous voice vote.

Article 46: Zoning Bylaw Amendment: Technical Changes to Chapter 139, §25, 26, 28, 29. (Not Called) Adopted by unanimous voice vote.

Article 47: Zoning Bylaw Amendment: Town and Country Overlay District Changes – Wherowhero Lane and Evergreen Way. (Called) Adopted with technical amendment by hand count vote: YES – 300; NO – 36 (2/3 = 222).

Article 48: Zoning Bylaw Amendment: Ground Cover Allowance by Special Permit in the Residential District. (Called) Not adopted by majority voice vote.

Article 49: Bylaw Amendment: Zoning. (Not Called) Adopted by unanimous voice vote.

Article 50: Zoning Map Change: RC-2 to CMI – Old South Road. (Not Called) Take no action by unanimous voice vote.

Article 51: Zoning Map Change: LUG-2 to LUG-1 – Masaquet Avenue. (Called) Not adopted by hand count vote: YES – 142; NO – 236 (2/3 = 249).

Article 52: Zoning Map Change: LUG-2 to LUG-1 – 56 South Shore Road. (Called) Not adopted by majority voice vote.

Article 53: Zoning Map and Town and Country Overlay District Change: Board of Sewer Commissioners/Sewer District Map Change: Portion of 43 Appleton Road. (Not Called) Take no action by unanimous voice vote.

Article 54: Bylaw Amendment: Board of Sewer Commissioners/Town Sewer District Map Changes

– **Hawthorne Lane.** (Not Called) Adopted by unanimous voice vote.

Article 55: Bylaw Amendment: Board of Sewer Commissioners/Town Sewer District Map Changes – Folger Avenue, Field Avenue, Morgan Square, South Shore Road. (Not Called) Adopted by unanimous voice vote.

Article 56: Bylaw Amendment: Board of Sewer Commissioners/Town Sewer District Map Changes. (Not Called) Adopted by unanimous voice vote.

Article 57: Bylaw Amendment: Board of Sewer Commissioners/Town Sewer District Map Changes – Burnell Street. (Not Called) Adopted by unanimous voice vote.

Article 58: Waiver of Sewer Privilege Fees. (Called) Not adopted by majority voice vote.

Article 59: Ban on Herbicides and Pesticides Containing Glyphosate. (Called) Adopted by majority voice vote.

Article 60: Environmental Resolution. (Not Called) Adopted by unanimous voice vote.

Article 61: Bylaw Amendment: Agricultural Commission. (Not Called) Adopted by unanimous voice vote.

Article 62: Charter Amendment: Establishing a Special Council. (Called) Adopted by majority voice vote.

Article 63: Discontinue Development of 6 Fairgrounds Road. (Called) Not adopted by majority voice vote.

Article 64: Moratorium on Town Housing. (Called) Not adopted by majority voice vote.

Article 65: Bylaw Amendment: Personnel. (Not Called) Not adopted by unanimous voice vote.

Article 66: Establishment of a Parking Benefit District. (Called, Call Withdrawn, Called) adopted by majority voice vote.

Article 67: Home Rule Petition: Select Board. (Called) Murphy positive motion adopted by majority voice vote.

Article 68: Home Rule Petition: Merger of Nantucket Water Commission and Siasconset Water Commission. (Not Called) Adopted by unanimous voice vote.

Article 69: Home Rule Petition: Rescind Nantucket Mosquito Control Project Act. (Not Called) Adopted by unanimous voice vote.

Article 70: Home Rule Petition: Community Housing Bank Real Estate Transfer Fee. (Not Called) Adopted by unanimous voice vote.

Article 71: Home Rule Petition: Amending Special Act Authorizing Affordable Housing Covenants. (Not Called) Adopted by unanimous voice vote.

Article 72: Home Rule Petition: Real Estate Conveyances to Nantucket Islands Land Bank, Nantucket Conservation Foundation, Inc., and/or 'Sconset Trust, Inc. (Called) Adopted with technical correction by majority voice vote.

Article 73: Home Rule Petition: Conveyance of Land from County to Town. (Called) Adopted by majority voice vote.

Article 74: Home Rule Petition: Real Estate Conveyance of Portion of 264 Polpis Road. (Not Called) Adopted by unanimous voice vote.

Article 75: Home Rule Petition: Real Estate Conveyance of Portion of 1 Milestone Road. (Not Called) Adopted by unanimous voice vote.

Article 76: Real Estate Acquisition: Moorlands Management District (MMD). (Called, Call Withdrawn) Adopted by unanimous voice vote.

Article 77: Real Estate Acquisition/Transfer: Land for Roadway/Roundabout Purposes. (Called) Adopted by majority voice vote.

Article 78: Real Estate Conveyance: Open Space: Nantucket Islands Land Bank, Nantucket Conservation Foundation, Inc., and/or 'Sconset Trust, Inc. (Called, Call Withdrawn) Adopted by unanimous voice vote.

Article 79: Real Estate Conveyances: Portion of 111 Washington Street and Portion of Surfside Parcel. (Called, Call Withdrawn) Adopted by unanimous voice vote.

Article 80: Real Estate Conveyance: Portion of 264 Polpis Road. (Not Called) Adopted by unanimous voice vote.

Article 81: Real Estate Acquisition: Portions of Lincoln Avenue. (Called) Adopted by majority voice vote.

Article 82: Real Estate Conveyance: Portions of Lincoln Avenue. (Called) Adopted by majority voice vote.

Article 83: Real Estate Acquisition: Nobadeer Avenue. (Not Called) Adopted by unanimous voice vote.

Article 84: Real Estate Conveyance: Nobadeer Avenue. (Not Called) Adopted by unanimous voice vote.

Article 85: Real Estate Acquisition: Sandwich Road. (Called, Call Withdrawn) Not adopted by unanimous voice vote.

Article 86: Real Estate Conveyance: Sandwich Road. (Called, Call Withdrawn) Not adopted by

unanimous voice vote.

Article 87: Real Estate Conveyance: Industrial Land. (Not Called) Adopted by unanimous voice vote.

Article 88: Release of Sewer Easement. (Not Called) Adopted by unanimous voice vote.

Article 89: Appropriation: Stabilization Fund. (Not Called) Take no action by unanimous voice vote.

Article 90: Free Cash. (Not Called) Take no action by unanimous voice vote.

ANNUAL TOWN ELECTION – APRIL 10, 2018
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TOTAL BALLOTS CAST

8,913 registered voters
2,219 ballots cast
25% percentage voting

MODERATOR

Alger, Sarah	1,947 ballots
Blanks	257 ballots
Write-ins	15 ballots

SELECTMAN

Hill Holdgate, Dawn	1,129 ballots
Cabral, Shawn	1,039 ballots
Blanks	47 ballots
Write-ins	4 ballots

SCHOOL COMMITTEE

Iller, Jennifer	1,448 ballots
Heneke, Gina	962 ballots
Sortevik, Steven	1,002 ballots
Blanks	1,017 ballots
Write-ins	9 ballots

HISTORIC DISTRICT COMMISSION

Coombs, Diane	1,688 ballots
Blanks	498 ballots
Write-ins	33 ballots

NANTUCKET HOUSING AUTHORITY

Williams, Linda	1,440 ballots
Blanks	678 ballots
Write-ins	101 ballots

NANTUCKET LAND BANK COMMISSION

Reinhard, Allen	1,839 ballots
Blanks	365 ballots
Write-ins	15 ballots

COMMUNITY PRESERVATION COMMITTEE

Soverino, Timothy	1,637 ballots
Zodda, Maria	1,609 ballots
Blanks	1,177 ballots
Write-ins	15 ballots

HARBOR AND SHELLFISH ADVISORY BOARD

Lowell, Andrew	1,600 ballots
Anderwald, Mark	710 ballots
Andrews, Virginia	1,185 ballots
Blanks	931 ballots
Write-ins	12 ballots

PLANNING BOARD (5-YEAR SEAT)

Williams, Linda	931 ballots
McClure, Frederick	1,203 ballots
Blanks	81 ballots
Write-ins	4 ballots

PLANNING BOARD (2-YEAR SEAT)

Callahan, David	944 ballots
Wegner, Judith	1,011 ballots
Blanks	259 ballots
Write-ins	5 ballots

NANTUCKET WATER COMMISSION

Reinhard, Allen	1,813 ballots
Blanks	394 ballots
Write-ins	12 ballots

SIASCONSET WATER COMMISSION

Benchley, Robert	1,899 ballots
Blanks	316 ballots
Write-ins	4 ballots

QUESTION ONE - BEACHES

YES	1,689 ballots
NO	443 ballots
Blanks	87 ballots

QUESTION TWO - OLD SOUTH ROAD

YES	954 ballots
NO	1,170 ballots
Blanks	95 ballots

QUESTION THREE - DPW FACILITY

YES	1,082 ballots
NO	1,008 ballots
Blanks	129 ballots

QUESTION FOUR - MARINE DEPT BUILDING

YES	1,162 ballots
NO	942 ballots
Blanks	115 ballots

QUESTION FIVE - STORM WATER

YES	1,558 ballots
NO	566 ballots
Blanks	95 ballots

QUESTION SIX - SPARKS AVENUE SIDEWALKS

YES	1,196 ballots
NO	912 ballots
Blanks	111 ballots

QUESTION SEVEN - SEWER INFRASTRUCTURE

YES	1,634 ballots
NO	479 ballots
Blanks	106 ballots

QUESTION EIGHT - CAPITAL OUTLAY

YES	1,155 ballots
NO	946 ballots
Blanks	118 ballots

Respectfully submitted,

Nancy Holmes
Acting/Asst. Town & County Clerk

TOWN COUNSEL

KP Law is pleased to have the opportunity to continue to serve the Town in all matters requiring legal counsel and assistance.

General

The services that Town Counsel provides to the Town fall into several categories. The first of these is referred to as general municipal law, which includes: preparation for and attendance at all town meetings and as requested at meetings of the Select Board and all other boards and commissions as directed; oral and written opinions on a variety of legal issues; and review of contracts and other legal documents. In addition, we represent the Town in litigation and administrative appeals, as well as in other specialized areas such as real estate, land use, licensing, labor and employment law, construction and procurement, and environmental matters.

One of our primary goals is to assist the Town in managing legal costs. We use preventive law by giving comprehensive and accurate advice on all legal matters that confront the Town, advising the Town on litigation strategy, and providing a wide range of training to boards and officials to assist them in performing their duties within the bounds of established law, thereby avoiding unnecessary and sometimes costly litigation. We have also run numerous training sessions and workshops at no charge such as conflict of interest seminars for Town officials; an overview of employment laws and conflict management training to department heads; and open meeting law training. In addition, our firm continues to issue memoranda to our clients updating them on recent developments in municipal law.

Litigation

There were 16 active cases in which the Town or its boards or officials were parties in FY 18. The majority of these cases involved appeals of permitting decisions on behalf of the Planning Board, the Zoning Board of Appeals, the Conservation Commission, and the Historic District Commission.

Labor

Town Counsel was involved in the negotiation and settlement of a number of collective bargaining agreements for various Town departments. In addition, we have assisted the Town, Our Island Home and Airport administrations with numerous personnel changes, including related negotiations and drafting of agreements. We continued to provide training on employment-related laws and counseled Town officials on numerous issues related to labor and employment, including the interpretation and administration of various federal and state laws, the administration of collective bargaining agreements, and the resolution of employment disputes and grievances in a pragmatic and cost-effective manner.

Real Estate

The firm has performed a variety of legal services related to numerous real estate matters involving the Town and the County, including several takings by eminent domain of roadway parcels for conveyance pursuant to the Yard Sale Program, the sale of surplus Town-owned properties for residential purposes and for affordable housing purposes, as well as the layout and taking by eminent domain by the County of public ways. We also continue to advise the Town on land conveyances with the Land Bank and the special legislation related thereto.

Chapter 40B Projects

We provided legal services to the Town and the Zoning Board of Appeals for the Surfside Crossing comprehensive permit application, and Town Counsel has been attending all hearings before the Zoning Board of Appeals on the application.

Ticcoma Green Housing Project

This project represents an important opportunity for the Town to provide much needed affordable and workforce development housing units on Town-owned land. Town Counsel is dealing with regulatory issues that arise as well as defending against an appeal of the special permit issued by the Planning Board brought by certain abutters to the site.

Marijuana Regulation

Town Counsel has been regularly advising the Select Board with respect to the licensing of marijuana retail establishments, including the negotiation of host community agreements, and developing policies and procedures related to the licensing of marijuana establishments.

I speak for all my colleagues in saying that it is a privilege working for and with the Town of Nantucket. We thank the Select Board for their confidence in allowing us to serve and the Town's employees and officials for their assistance.

Respectfully submitted,

John W. Giorgio
KP Law, P.C.



HUMAN SERVICES REPORTS

DEPARTMENT OF HUMAN SERVICES

The Department of Human Services is located at 81 Washington Street at the Saltmarsh Senior Center. Hours of operation are generally Monday through Friday from 8:30 AM to 4:00 PM.

The Department of Human Services includes the following entities: Our Island Home, Senior Services, the Commission on Disability and Veteran's Services. Rachel Day served as the Our Island Home Administrator and the Director of Human Services through March of 2018 when a new Administrator for Our Island Home, Brett Lennerton, was hired. Other staff include Human Services Administrative Assistant Ann Medina; Program Coordinator of the Saltmarsh Senior Center Laura Stewart; Brenda McDonough, Facilitator for the Commission on Disability; and Ralph Hardy, Veteran's Services Officer. The Council for Human Services and its subcommittee, the Contract Review Committee, also come under the Department of Human Services.

COUNCIL FOR HUMAN SERVICES

The Council for Human Services (CHS) was established in 1986 to ensure that the Island's human service needs are addressed in a manner that best serves the residents of Nantucket. The CHS is to be comprised of nine community members, appointed annually for three-year terms by the Select Board. The Council works in concert with the Human Services Director and Assistant to facilitate communication among local and regional helping agencies, human service providers as well as the community at-large. The established purpose is for the CHS to make recommendations to Select Board and Town Administration regarding the provision of human services in a manner which can best serve the residents of Nantucket, and the coordination of the efforts of existing service organizations.

The CHS was unable to meet during FY 2018 due to board vacancies and the inability to establish a quorum as required.

HUMAN SERVICES CONTRACT REVIEW COMMITTEE

As a subcommittee of the Council for Human Services, the Human Services Contract Review Committee (CRC) was established in May of 1993 at the request of Town Meeting. Members include representatives from the Finance Committee, the Nantucket Planning and Economic Development Commission, the Council for Human Services and the community at-large. The CRC reviews local health and human services funding requests annually and make recommendations to the Finance Committee and the Select Board regarding appropriations.

There were 10 (ten) organizations receiving funds for FY 2018. The total amount requested was \$490,715 and \$400,000 was dispersed to these ten organizations. The recipients were: A Safe Place, Alliance for Substance Abuse Prevention, Elder Services of Cape Cod and Islands, Fairwinds Counseling Center, Healthy Imperatives, Interfaith Council, Martha's Vineyard Community Services, Nantucket Cottage Hospital, South Coastal Counties Legal Services and Small Friends.

FISCAL YEAR 2018 HIGHLIGHTS

Senior Tax Work-Off Program

Human Services staff oversees the Senior Tax Work-Off program. The program began after the 2012 Town Meeting in which legislation allowing homeowners who are age 60 or older the opportunity to participate in a property tax relief program in return for volunteer service to the Town. Staff worked with Town department heads and senior applicants to pair residents with tasks. Each qualified senior could work off a maximum of \$1,500 per municipal finance statutory limitation to be deducted from their property tax. This is an ongoing program; new applications are taken in September of each year and the program runs from December 1st to November 30th each year. Out of 29 applicants (up from last FY 2017 24 and FY 2016 which was 18 applicants), all but four were placed in the following Town departments: Police, DPW, Sewer, PLUS, Our Island Home, Community School, Elementary School, Tax Collectors and Assessors Office, Visitor Services, Fire and the Town Clerk.

Behavioral and Mental Health Efforts

The Director continues to participate in the Behavioral Health Task Force, which is comprised of roughly 70 members, that focuses on working together as community members to increase awareness, prevention and comprehensive treatment of substance use disorders and promote recovery and wellness for island residents. If you have interest in the work the BHTF has or is doing or would like to learn more, please visit their website: <https://www.ackbhtf.net/>.

Other efforts to support behavioral health initiatives include participation as a board member with the Alliance for Substance Abuse Prevention and participating in sponsored community forums for the School and community. The Director has completed instructor training in Adult Mental Health First Aide. Trainings in Mental Health First Aide are expected to be scheduled in FY 2019.

Passports

In June 2013, the Human Service office became Nantucket's Passport Agency. The Administrative Assistant, Ann Medina, and the Assistant Program Coordinator at the Saltmarsh Senior Center, Virginia Carrera, operate as the passport agents. Passport services are available Tuesdays and Thursdays from 2:00 PM to 4:00 PM, by appointment, to process new passport applications. A total of 490 passports were processed by the Human Services staff in FY 2018 with 69 of these being for new citizens.

FISCAL YEAR 2019 GOALS

A goal for the Human Services department is to engage in the Dementia Friendly Community Movement. The Director will work with the Council on Aging to become a trained Dementia Ambassador volunteer as well as try to implement Memory Cafés for the Nantucket Community.

Efforts will also begin to establish a Human Services newsletter as well as an on-line or 'virtual' community specific directory of providers in Nantucket. The goal of this on-line service is to improve communications in the health and social service field at a community level and provide the most relevant information in one place for individuation or families to make the most informed decisions regarding their lives.

Respectfully submitted,

Rachel K. Day
Human Services Director

COUNCIL ON AGING

The Nantucket Council on Aging (NCOA) was established by voters at the 1974 Annual Town Meeting. Our mission is to identify unmet needs, design, promote, and implement services for our elders through a variety of community programs that support and enrich their lives. Programs, activities and related information are detailed in a monthly newsletter, the *Saltmarsh Gazette*, sent out to members via Constant Contact. The activities calendar and menu can be viewed on the Town of Nantucket's website under the Council on Aging Department.

The Select Board appoints nine members from the community to serve on the NCOA Board for staggered three-year terms. The 2017-2018 board members are: Alison K. Forsgren, Chair; Linda Williams, Vice Chair; Mary Anne Easley, Secretary; Randall Wight; Glenora Kelly Smith; Vanessa Larrabee; Kendra Lockley; Judith Perkins and Joyce Montalbano. The NCOA holds regular monthly meetings on the first Wednesday of each month at 1:30 PM at the Saltmarsh Senior Center.

The NCOA Board selects one woman and one man as "Nantucket's Senior Citizens of the Year." The 2018 awards went to Peggy Kaufman and Allen Reinhard. Recognition from state and local officials is given at the annual volunteer appreciation luncheon. The Nantucket Center for Elder Affairs, Inc. generously pays for the luncheon held at Faregrounds Restaurant.

The Council on Aging is a Town Department which funds staff salaries and an operational budget. Additional funding is met through fundraising events by the Nantucket Center for Elder Affairs, Inc. and through state grants and community donations. Without these additional funds our facilities' needs and the many programs offered would not be possible.

The NCEA board members continue to work on board development and fundraising for the Saltmarsh Senior Center. Our eleventh annual Elder Expo in October was geared toward informational sharing and awareness of support services and volunteer opportunities for seniors.

Goals for fiscal year 2019 include the following:

- Continue with and improve the programs, services and supports we offer.
- Continue networking with elder service providers.
- Host the 12th Elder Expo in 2019.
- Maintain and improve our website and database of services provided to our seniors.
- Reaching out to other elders on Nantucket.

With limited resources and increased demands the programs offered would not be possible without the development of creative resources and the generosity from those who care about our elderly citizens. We sincerely appreciate the generosity from those who made donations and volunteered their time. I also extend my gratitude and appreciation to the hard work of Ginny Carrera, the Program Coordinator Assistant and the dedication of our board members, family, friends, volunteers, elected officials and fellow Town departments.

Respectfully submitted,

Alison Forsgren, Chairman, Nantucket Council on Aging
Laura Stewart, Program Coordinator, Saltmarsh Senior Center

OUR ISLAND HOME

Our Island Home (OIH) is the provider of care for individuals in need of long term care as well as short term skilled nursing care. It is a 45-bed facility operating as an enterprise fund of the Town of Nantucket. OIH is dedicated to providing the highest quality care for our residents requiring 24-hour nursing care. We are committed to enhancing our residents' daily lives by creating an environment in which they, and their families, feel at home and by employing individuals who are compassionate in providing dignified care. We seek to create lasting relationships with our residents and family by utilizing consistent caregivers and ensuring residents are the primary participants in their care. The above is provided within the structure of the regulatory definitions per the governing agencies and within the fiscal restraints of our approved budget projections. Staff consists of approximately 70 employees that include permanent and per diem personnel.

Department of Public Health Surveys

OIH has two unannounced surveys each year. The first survey is a Standard Survey which was last conducted in November 2017. Federal regulations require surveys to be conducted every nine to 15 months at minimum. The purpose of the survey is to ensure the facility is acting in accordance with all applicable state and federal regulations. Any area noted that needs improvement or immediate correction (referred to as a deficiency) must have a "Plan of Correction" created to address and correct the issue. Upon acceptance of the correction, OIH is recertified for continued participation in Medicaid and Medicare programs. Our most recent survey (November 2017) resulted in five deficiencies, which was in line with the state average. Beginning shortly after our most recent survey, a new survey process was implemented by Centers for Medicare and Medicaid Services (CMS). This process is much more objective in nature and thus far has led to increased average deficiencies by facility in the Commonwealth and across the country.

The second survey is a Life Safety Survey. This survey, also conducted through the Department of Public Health (DPH) in November 2017, addresses the construction, protection and occupancy features of the building that are necessary to minimize danger from effects of fire and related components. We received two deficiencies from this survey which were labeled as minimal potential for harm and immediate corrections were done. The state of the building was a concern during previous Life Safety Surveys. Though there were no key violations of code or disintegrating of current systems, they are still in great need of being addressed. Some are already in the works through upcoming capital programming while others are to be corrected through a potential new facility or upgrade of the current facility. In FY 19 an additional study will be done. Work in this area continues in order to determine the current needs, bed size, staffing and services to provide for a possible renovation of or a new facility on the current site.

These surveys are available to view through www.medicare.gov/nursinghomecompare. The Centers for Medicare and Medicaid Services implemented a Five Star rating system of nursing homes that provides nursing homes with a score between one and five stars based upon the weighted formula of the following factors: health inspections, staffing ratios, and quality measure outcomes. Please visit the website to see the current rating for OIH as this rate may change throughout the year.

ADMINISTRATIVE AND FISCAL MANAGEMENT

During FY 18 OIH saw many changes in administrative and nurse staffing. In March, OIH hired a new Administrator, Brett Lennerton. We had two key staff members with long tenures retire: Sue Balester (10 years), Business Operations Coordinator and Ann Lindley (37 years), RN. Other new persons/positions saw the promotion of Kellie Coffman from Business Operations Assistant into the Business Operations Coordinator role.

We had another decline in our average yearly census compared to prior fiscal years. The FY 17 census average was 91.6% or approximately 40 out of 45 beds. FY 18 was 90%, but 36 out of 40 beds (for roughly half of FY 18 there were nine beds temporarily out of commission due to facility renovations, giving us an annual available capacity of 40, not the 45 of total capacity). Our largest payor source remains Medicaid/Mass Health at an average of 75%. The other two payor sources are private at 19% and Medicare A at 6%.

One goal for FY 19 is to try and grow our total census back to the 40+ mark and increase our Medicare census within that by offering additional skilled services unavailable in past years, such as IV therapy. This would allow us to maintain census and also increase prime revenue sources and in turn increase overall revenue. Ultimately, our focus is to grow revenue sources that we currently serve and also look to create new sources, which by increasing revenue generation will decrease any potential losses on the bottom line. We would also like to become contracted other local insurances, so we can offer our services to more of the population.

FY 18 overall budgeted revenue was met due to the receipt of the 2016 calendar year Certified Public Expenditure (CPE) at just over \$1.5 million. The CPE is the result of legislation enacted in 2009 that provides municipally owned nursing homes to submit a request for funding to offset the cost of public expenditures used in each calendar year for providing Medicaid services to those who are eligible. Our current room rates are \$440 per day for a semi-private room and \$460 per day for a private room. Our average cost per patient day to operate the facility, based upon our calendar year 2017 cost report, is \$560 per day. Based on the current per day cost of care delivery a request to increase room rates in FY 19 was proposed and approved following public hearing and Select Board approval. They will be in effect October 1, 2018.

The FY 18 budget required a General Fund subsidy amount for \$1,511,446 and \$2,449,221 from retained earnings to offset the revenue deficit. Total expenses were also under budget in FY 18.

ENHANCE QUALITY OF LIFE FOR RESIDENTS

We had a significant renovation project partially completed in FY 18, which included the gutting and re-build of the east wing shower suite and also several resident bathrooms on east and north wings. The last phase of this project is to be bid in FY 19. This phase includes the renovation of the west wing shower area and resident nourishment kitchen, along with the repairing/replacing of windows in the facility and new clapboard siding for the building. Other projects completed in FY 18 were upgrades to laundry and kitchen equipment, enclosure of the main electrical panel (a code violation) and beauty parlor relocation. The purchase and implementation of Electronic Medical Records is also slated for FY 19 (carried over from FY 17 and 18) as we continue working on contract negotiations with the vendor. Another project scheduled for FY 19 is the upgrading of resident closets and accompanying furniture for resident rooms.

OIH participates in the QAPI program (Quality Assurance Performance Improvement). This is a mandated process for all nursing facilities. The purpose of the program is to identify areas that need improvement prior to them becoming an issue or result in a deficiency at Survey. Once an area has been defined, a root cause analysis of the problem is conducted by the identified staff and a plan is put in place to correct the identified barrier or cause. While this is not necessarily a new process for OIH, it will now be a more formalized process with Performance Improvement Plans and Teams established. Beginning in Mid-2019 it will be a more focused area during our annual survey. Currently we are meeting the prescribed criteria and using the QAPI process to enhance operations, care and experience for the residents of OIH.

OIH has continued to participate in the Nantucket Wheelers program. This program enables eligible residents to go for rides on the bike paths on a regular basis using 'wheelchair bikes.' The outings have had a very positive effect on the daily lives of those who are able to participate!

Our volunteer program remains active and successful in assisting with the activity programming for our residents. We continue to receive generous donations that are used to offer activity programming that is otherwise unavailable such as music and art therapy. A fundraising group called Friends of Our Island Home also continues. It is a citizen group that works to provide funds to support activity programming for the facility. For more information on the Friends and their efforts please visit: <http://www.friendsofourislandhome.org/>.

Respectfully submitted,

Brett Lennerton
Administrator



ISLAND SERVICES REPORTS

NANTUCKET MEMORIAL AIRPORT

The financial position of the Airport in FY 2018 was stable. However, pressure from rising costs, limited state funding and need for rehabilitating aging infrastructure continue to challenge this status. As part of the plan to diversify revenues at the Airport, three parcels of land on Bunker Road were leased in FY 2018. Additional opportunities for leasing land will continue to be pursued. Another source of revenue improvement was expansion of the advertising program, which more than quadrupled this source of income to the Airport. During the last quarter of FY 2018 "Expressions of Interest" were sought for an aviation use of the former Fixed Base Operator building. It is anticipated that this facility will be leased in FY 2019.

Rising fuel prices have put pressure on the Airport Fuel Revolver. While fuel revenue was up by 12% over FY 2017, or \$768,336, the corresponding cost of goods increased significantly (Jet A and 100LL of \$.37 and \$.38, respectively). However, due to an increase in total gallons sold, the net revenue for total fuel sales was up \$148,211.

The Airport's total revenue for the year, including the fuel revolver, increased \$683,069 (5%) over FY 2017. As mentioned, fuel is the biggest driver of this increase; however, the Airport also experienced some decreases in revenue as well. Some of the revenue decline was attributed to converting the parking lot operation from an in-house operation to a management agreement. The transition began in July of 2017 and resulted in intangible savings associated with direct labor costs to the Airport. Another area that saw a reduction in revenue was the collection of Passenger Facility Charges, which were associated with the drop in enplanements, as well as a one-time payment in the prior year due to settlement of a legal matter. The Airport anticipates this revenue to recover slightly during the FY 2019 year.

A primary focus of FY 2018 was development and implementation of a plan to handle projected increase of seasonal air service driven by changes in airline offerings. Air service developments that began in late FY 2018 and are scheduled to continue through FY 2019 include: 1) added frequency of service from JetBlue; 2) new American Airlines service to Charlotte, N.C. on Saturdays; and 3) United's change to jet aircraft and extension of their season. The plan included reallocation of ticket check-in positions, gate podiums, an increase in large air carrier aircraft parking, and expansion of the secure hold room area. Initially envisioned as a structured awning, the expanded hold room faced several procurement and timing challenges, resulting in the construction of a fenced-in tent to accommodate overflow passengers.

In January of 2018 the lease agreement expired for the restaurant operation. In an effort to make the new solicitation more appealing, and accomplish much needed repairs to the facility, the leased space was closed for a period of time. After these improvements were made, following a required public bid process, the incumbent operator reopened in May with same quality service and reasonable prices.

Providing a safe and secure facility is the Airport's top priority. As part of this focus, the Airport continues to plan and prepare for aircraft emergencies. In September of 2017, the Airport was scheduled to hold its full scale emergency exercise, when an actual aircraft crashed on the runway. While the response to this event was excellent, it did require the rescheduling of the required drill. To meet FAA regulatory requirements the full-scale exercise was successfully held in May of 2018 with participation from various supporting entities.

In the interim period of time, the Airport exercised its family assistance plan in February of 2018. While not a requirement for airports, this plan was developed to assist airlines in the event of an emergency with the proper handling of friends, families and relatives.

To ensure proper upkeep of infrastructure and continued improvement to existing systems, the Airport embarked on two grant-funded projects under the FAA Airport Improvement Program. These were the continued rehabilitation of the commercial aircraft parking apron and the analysis of nonstandard geometry issue at the intersection of taxiway C and runway 6/24. These projects were funded with FAA grant funding in the amount of 90%, state grant funding of 5% and 5% from the Airport. The Commercial Aircraft Parking Apron rehabilitation consisted of replacing pavement that had exceed its useful life and was deteriorating. The nonstandard geometry analysis was required by the FAA as part of a review of the Airport Layout Plan and will review ways to correct how this runway/taxiway intersects with the primary runway.

In addition to the grant funded projects, Airport generated income and MassDOT Airport Safety and Maintenance Program grant funding were used to:

- Install new fuel farm lighting
- Purchase a dedicated deicing vehicle to replace a tow behind deicing unit
- Purchase a new security vehicle
- Develop an approved Rates and Charges methodology and model

In summary, the Airport continued its stable financial sustainability in FY 2018 by realizing a profit of \$771,390. In addition to diversifying revenue through additional and renegotiated land leases, the Airport saw improvements to seasonal air service through increased frequencies, improved aircraft, extended season and addition of a new destination. Continued monitoring of cost of goods and services along with increasing capital needs and decreasing funding sources will be critical to maintaining the financial sustainability of the Airport.

Respectfully submitted,

Thomas Rafter, A.A.E.
Airport Manager

DEPARTMENT OF CULTURE AND TOURISM

The Department of Culture and Tourism provides three primary functions. First, we provide information to tourists and islanders at the 25 Federal Street Information Bureau and at four seasonal kiosks located at Straight Wharf, Greenhound, Airport, and Children's Beach. Second, we support cultural activities in Nantucket's Cultural District, as well as cultural and historical sites across the island. Our third focus is on economic development initiatives in support of local businesses and organizations. The Department is funded by an allocation from the General Fund based on a percentage of the local room occupancy tax.

Tourism: Coordinated by David Sharpe with a team of 14 seasonal employees, the Visitor Services operations answers questions of visitors who stop by our stations, call on the phone, or reach us by email. In 2017-18, we had 42,853 inquiries at all five stations combined. The staff updates the restaurant and

lodging availability daily in the summer and fall and weekly in the winter and spring. That information is posted on the Department website, in the shadow box at 25 Federal Street, and given out by request.

The Department offers games, activities, movies and concerts at Children's Beach during the summer. The Department once again organized the Fourth of July activities with the help of dozens of volunteers and other Town departments. We also organize the Tour of Lights in December. And, in cooperation with the Lodging Association, produce the Travel and Lodging Brochure, also available on the website. The office also produces a Pocket Map and a Welcome to Nantucket guide.

Cultural Activities: The Nantucket Cultural District (NCD), a state designation received by the Town in 2016, is managed by the Nantucket Arts Council (NAC). The NAC/NCD provided two Art Festival Weeks in 2017-18, one in October and one in April. The NCD is also working on creating and promoting an events calendar on its website to collate as many local cultural events as possible in one location.

The Department, in collaboration with non-profit directors, created a Cultural Activities Survey that was distributed with the Annual Town Census in January 2018. A report was presented to those directors in June 2018. A copy of the report is available on our website.

The Department has created a Cultural Legacy Program to celebrate significant anniversaries of Nantucket organizations. In 2018, the Program supported the celebration of Maria Mitchell's 200th birth anniversary.

Economic Development: In partnership with the High School Student Council, the Department organized a Job Fair for high school students held on March 29, 2018 with 34 businesses participating.

The Director, Janet Schulte, is a member of several Town workgroups studying topics ranging from parking demand management in the Core district to Community Benefits Programs proposed by off-shore wind energy companies to the Town's Stop the Straw campaign and a workgroup to eliminate water balloons at the July 4th Water Fight on Main Street.

Goals: In the year ahead, we will continue to work with the Cultural District to develop and promote the events calendar, advance the Cultural Legacy Project, offer another Job Fair, finalize guidelines for installation of art at the Sparks Avenue Roundabout, and offer a warm Nantucket welcome to the thousands of visitors who make their way to our information stations.

Respectfully submitted,

Janet E. Schulte, Ph.D.
Director

NATURAL RESOURCES DEPARTMENT

The Natural Resources Department enjoyed another productive year and continued to develop and expand our programs in our mission to restore and enhance Nantucket's natural resources. The duties of the Natural Resources Department include the Conservation Commission, Beach Management/Endangered Species Program, Shellfish Propagation, Natural Resources Enforcement/Shellfish Warden, Fertilizer Program, Shell Recycling and Water Quality Program. The department is comprised of Jeff Carlson,

Natural Resources Coordinator; Tara Anne Riley, Shellfish Biologist; JC Johnsen, Natural Resources Enforcement Officer; Leah Cabral, Assistant Biologist; Water Quality Specialist Kaitlyn Shaw; and Office Administrator Joanne Dodd. This past year we had a number of interns during the summer of 2017. We would like to give a special thanks to David Berry, Suzanne Duffy and Sean Lafferty for their hard work during this season. We are looking forward to expanding all of our programs and developing programs to best serve Nantucket. We are located at 2 Bathing Beach Road and can be reached by phone at 508-228-7230. We encourage any person with a question or concern to contact us at the office.

CONSERVATION COMMISSION

The Conservation Commission is primarily tasked with the administration of the Commonwealth of Massachusetts Wetlands Protection Act (Chapter 130) and the Town of Nantucket Wetlands Bylaw (Chapter 136). The Commission hears various types of applications that are for any activity within 100 feet of a wetland resource area. The Commission in the past year was chaired by Andrew Bennett and the Vice Chair was Ashley Erisman. The other members included Dr. Ernest Steinauer, Ben Champoux, Joseph Topham, David LaFleur and Ian Golding. We would like to thank them for all their hard work and dedication for the Commission. The Commission heard over 100 Notices of Intent applications in this fiscal year. They were challenged by several difficult decisions and did an outstanding job in their review of all projects. The Commission meets every other Wednesday at the Public Safety Facility on the second floor at 5:00 PM and the meetings are open to the public.

BEACH MANAGEMENT/ENDANGERED SPECIES PROGRAM

The Endangered Species Program had another successful season for the 2017 summer season. This past season the Town monitored all the breeding protected bird species on the Town-owned/operated beaches. Historically the Town has had protected species and protected habitat at Jetties Beach, Low Beach, Fisherman's Beach, Madaket Beach and Smith's Point/Esther's Island. Other areas monitored for the presence of breeding pairs includes Surfside Beach, Dionis Beach and Quaise Point.

SHELLFISH PROPAGATION

The Brant Point Shellfish Hatchery started its first year of production since the renovations were completed in summer of 2016. This was a year to fully operate the new systems and "fine tune" our production with our new equipment. The facility has now become a year-round facility and with operations occurring in the winter, new challenges were faced involving winter water chemistry and dissolved gas issues in our system which can be problematic for larval shellfish. Our first attempted spawns were in February and March following an eight-week intensive conditioning period for the scallops and oysters. Innovative technologies like variable spectrum LED lights and other LED grow lights were tested as part of a three-year study (this is the purple glow coming from the building) to improve algae production. The Brant Point Shellfish Hatchery is the only hatchery with three different types of LED's that are being tested for enhanced algal growth.

The Bay Scallop Larval Release Program continued despite new culture system issues early in the season. Our first release was on June 27 and continued through September 14 totaling 134 million competent bay scallop larvae that were 125 um or larger. We had the most success spawning scallops that were naturally ripe from both harbors. The largest releases in groups of 15 million or more went to locations like Hussey Shoal, Second Bend and the deeper waters off of Quaise.

Spawn cages were deployed yearly in March and stocked with 100 Bay Scallop seed that would be eligible for harvest in the fall and will be actively spawning when harbor temperatures reach about 66 degrees. We

deployed around 75 cages between Nantucket and Madaket Harbors as a type of extensive stock enhancement effort. Spawning cages increase fertilization success due to the shellfish being held in close proximity to one another within the cage. The cages are picked up in mid-October following the potential fall spawning events and the scallops are released for harvest.

As the hatchery diversifies in species cultivation, both quahogs and oysters were actively conditioned during the season. One group of quahogs was successfully spawned late June and set on July 3rd with a final release of 10 million larvae. Over the summer of 2017, several oyster spawns were conducted resulting in the largest oyster larval numbers (over 300 million) ever present in the facility Brant Point Shellfish Hatchery. Ultimately, around 20 million eyed larvae were produced and 655,000 were grown to 1" to be deployed at the Shimmo Creek restoration site. With each spawn attempted, improvements and efficiencies were considered to increase survivability and best management practices within the new facility.

The hatchery is also working on an ongoing oyster cross breeding experiment involving HAB-resistant commercially grown oysters with our wild oysters to grow out a small group to deploy during a cochlodinium bloom to see if there are any advantages.

Additional facility projects involved the planning and design of the outside grow-out system as the next phase in our shellfish enhancement initiatives. Strategic plans were re-evaluated to determine staff need for this new extension of the outdoor hatchery. Public tours were increased and over 200 people consisting of tourists, classes and government officials visited the hatchery on both scheduled and unscheduled tours.

In the fall of 2017 the first dive surveys were conducted at the Shimmo Creek Oyster Restoration Project. Data was collected on spat recruitment, survival, age classes, eelgrass presence/density, reef height, water quality and biodiversity. Reef deployment was finished in June of 2018. Over 50,000 pounds of shells were returned to the water to serve as suitable substrate with the help of 10 volunteers and Natural Resources employees. The Shell Recycling Program was in its third season and collected over 42,000 pounds of oyster and quahog shell from 30 restaurants and raw bars.

In addition, Leah Cabral presented the Shimmo Creek Oyster Restoration Project at the annual meetings for the Nantucket Civic League, Nantucket Land Council, Pocomo Homeowner's Association, Quidnet Squam Homeowner's Association, Nantucket Shellfish Association and the Harbor and Shellfish Advisory Board (HSAB) about the project. A grant was awarded through donations from the Pocomo Homeowners Association with matching funds from the Nantucket Shellfish Association to conduct a benthic survey at the restoration site in the summer of 2018. The restoration project was showcased amongst 25 other projects from around the world at an art exhibit called NatureStructure held in Boston. Throughout the year, Leah went into the Nantucket New School 8th grade class and taught them about oyster restoration which lead to mentoring three students in the spring.

WATER QUALITY PROGRAM

The water quality initiative continued with our regular sampling program which includes Nantucket Harbor, Madaket Harbor, Hummock Pond, Sesachacha Pond, Long Pond and Miacomet Pond. We continued water quality measurements associated with oyster restoration sites, the streams to Polpis Harbor and added a station in Long Pond. We analyzed and presented our 2017 water quality findings to HSAB and the Select Board. We finished the Pond Management Principles Draft management document, which outlines long-term health trends of Nantucket's Great Ponds and suggests potential management of these systems. We

utilized funding from the Nantucket Land Council and Great Harbor Yacht Club's Nantucket Marine Resources Grant Program to assess Nantucket's eelgrass, macroalgae, harmful algae and water quality internally. We monitored harmful algal blooms in Nantucket's harbors and ponds and disseminated data to the Department of Marine Fisheries and Massachusetts Department of Public Health. We also finalized and began Beta testing the Water Quality Analysis and Visualization (WQAV) system, which was developed by Ben Bray (MIT Sea Grant) in collaboration with Kaitlyn Shaw and Dr. Robert Vincent (MIT Sea Grant). This system will enable the Natural Resources Department to quickly analyze and query many years of Nantucket water quality data simultaneously to generate reports and quickly respond to data requests.

In addition, during the spring and summer of 2017 we attended the Nantucket Garden Club and Nantucket Civic League annual meetings and a number of homeowner association meetings to inform homeowners of property management techniques to protect our water resources.

Respectfully submitted,

Jeff Carlson
Natural Resources Coordinator

DEPARTMENT OF PUBLIC HEALTH

With a change in the structure and management comes a different approach and outlook for the Health Department. This year, the department has departed on a merge with the Human Services Department. In the interest of efficiency and effective service to the public, this merge will help the two departments reach their strategic goals. The following will succinctly explain this past year's efforts.

Environmental health concerns play a large role in the daily activities of the Health Department with the focus shifting from basic septic system regulation and inspections, to water quality protection efforts that included, but was not limited to, enacting new regulations within the Madaket Harbor Watershed Protection District to require the installation of nitrogen reducing septic systems at failure and property transfer starting in 2020. Private water well testing regulations were past and implemented. This will help gather groundwater data across the island. The department continues to offer and administer the betterment loan and administrative consent order programs to help ensure island-wide compliance with all Health Department regulations revolving around septic systems.

Nantucket enjoyed a summer with no swimming areas experiencing closures due to increased bacteria counts. In concert with the Natural Resources Department, the department continues to monitor algae growth in the ponds and has increased outreach efforts with the help of the Nantucket Land Council and the Nantucket Pond Coalition. The department will continue enforcing the island-wide fertilizer regulation with the help of Natural Resources and the newly created fertilizer advisory committee. The committee will continue to develop new educational strategies that help reduce fertilizer runoff and adherence to the Best Management Practices set forth by the Article 68 Work Group.

This last year, the Health Department has increased the amount of inspections performed by approximately 17.3% when compared to the previous fiscal year (FY 2017). When compared to FY 2015, FY 2018's inspections represent a 48% increase in workload in three years. Last fiscal year there were 2,625

inspections performed for an average of 875 inspections per inspector or 10.63 inspections per workday (~3.5 per inspector). The breakdown of inspection increases over the last four fiscal years is as follows:

FY 2015:	1,774 inspections
FY 2016:	2,041 inspections
FY 2017:	2,238 inspections
FY 2018:	2,625 inspections

The Health Department looks forward to another successful fiscal year.

Respectfully submitted,

Roberto Julio Santamaría, MPH, MBA, REHS/RS
Director

DEPARTMENT OF PUBLIC WORKS

The Nantucket Department of Public Works underwent some significant changes in organization and leadership in FY 2017 and FY 2018. This annual report will provide an overview of each division of work and its accomplishments during FY 2018.

- The DPW continues to undergo reorganization and identification of needs as well as the introduction of more professional methods. Using the work order system to create a schedule for maintenance activities: mowing, brush cutting, bridge repair, road grading, painting, trash pick-up, pothole repair, etc. to promote efficiency and cost savings.
- Defined work teams to avoid multiple conflicting demands on staff and improve effectiveness.
- Initiated municipal infrastructure condition assessments to inform repair/replacement priorities.
- Coordinated with PLUS, Water, Sewer, other departments and committees to create a cohesive capital program for road/bike/pedestrian and municipal facilities initiatives.
- Coordinated with Sewer Department, Emergency Operation Center, and outside agencies to address and manage the recovery from the South Beach Street sewer force main failure.
- DPW staff entered and responded to over 3,325 work orders in FY 2018 along with other regularly scheduled duties, an increase of 7% from FY 2017.
- DPW hired Mr. Stephen Arceneaux as its Deputy Director - Operations to provide strategic leadership, project management, employee safety training and support to the department.

Solid Waste

The solid waste facility handled 52,063 tons for all categories of waste in 2018. Landfill mining continued in FY 2018. This mining activity will provide future lined landfill space and reclaim valuable buried materials, while at the same time reducing the potential for groundwater contamination. Facility improvements included a widened driveway to separate scale house traffic from residential drop-off traffic and reverse of the drop off circulation pattern that eliminated peak traffic backups onto Madaket Road, and new clearly identified multi-lingual signage at the recyclable materials drop-off which promoted efficiency at that area. DPW loosened household hazardous waste collection hours for commercial entities to align with residential collection hours with the goal of encouraging greater participation at our six annual events.

Urban Forestry

The Town of Nantucket was honored for its maintenance efforts in urban forestry with its 17th Tree City Award. DPW planted trees supported in part by the Nantucket Garden Club along Surfside and Bathing Beach Roads. DPW developed a 2:1 tree replacement/removal policy and applied for grant funding to supplement additional tree plantings for FY 2019.

Stormwater Management

During FY 2018, the DPW addressed drainage in areas that experienced flooding due to slow percolation of water in leaching catch basins. The DPW continues to excavate accumulated sand from Town drainage structures to help promote the infiltration of stormwater into the ground. We witnessed many locations of localized flooding this year due to more frequent and more intense rainstorm events. DPW continues to identify areas to overflow drainage from infiltration basins to avoid roadway flooding in the future. The department has hired engineering consultants to conduct condition assessments and design improvements at various stormwater infrastructure systems island-wide.

Streets

The DPW continues to sweep, repair, pave, and manage vegetation along public streets, sidewalks, and multi-use paths. DPW worked with our vendors to construct cobblestone and brick sidewalk repairs and widenings in town. The DPW Operations group, assisted by several local vendors, completed several important projects including repairing South Beach Street and Polpis Road at Sesachacha Pond, Easy Street and Straight Wharf sidewalk widenings, island-wide line painting, various replacement of split-rail fence, the Milk Street bike path extension and the Boulevard roadway and multi-use path construction. The DPW is revising its town-wide public road pavement management plan (a data-driven decision-making tool) to identify when roads are repaired in the future based on condition and life-cycle analysis.



Facilities Maintenance

A Facilities Division addresses maintenance and capital improvement planning for Town buildings and facilities. The Manager is assisted by a foreman and two maintenance workers. The DPW is working to hire a Deputy Director – Facilities and to develop a facilities management plan (a data-driven decision-making tool) to identify and prioritize future facilities repairs/replacements. Our facilities group, along with our Administration office, manages a successful and growing beach wheelchair program. The DPW Facilities group, assisted by several local vendors, completed several important projects including an ADA restroom trailer at Children's Beach, resurfacing the tennis courts at Jetties Beach, installing a new awning and boardwalks at Sandbar Restaurant and reconstruction of the David Gray Memorial Flagpole in Sconset.

Fleet Management

During FY 2018, the DPW hired its first professional Fleet Manager, Mr. Eric Johnson. Supported by two mechanics, our Fleet Manager identifies and specifies capital vehicle and equipment purchases and prioritizes repair and maintenance of our entire municipal fleet. Additional duties include management of our fuel station, storage and disposal surplus equipment and field recovery/repairs of municipal vehicles.

The Nantucket Department of Public Works endeavors to provide superior professional services by investing in and improvements to DPW personnel, facilities, equipment, and Town-wide infrastructure.

Public Works Makes It Happen!

Respectfully submitted,

Robert D. McNeil III, P.E.
Director

SEWER DEPARTMENT

The Sewer Department has continued to grow organizationally and professionally with its renewed priorities of highly specialized training for its operators and useful, accessible services and supports for its patrons. The Department is currently managing three large projects, with additional projects underway or in the design and bidding phases. The Sewer Department, currently staffed by 11 full-time operators, an engineer and two administrative staff, is located at the Surfside Wastewater Treatment Facility at 81 S. Shore Road. The office is open weekdays 7:00 AM to 4:00 PM, with sewer operators on-call 24-hours per day, seven days per week, year-round.

The mission of the Sewer Department is to protect public health and the environment for our community by providing high-quality wastewater treatment services in an effective, efficient and responsive manner.

The Sewer Department operates and maintains Nantucket's wastewater conveyance and treatment systems, which consists of two wastewater treatment facilities, 16 pump stations, and over 80 miles of sewer mains. Wastewater personnel physically inspect and verify proper operation of each pump station and treatment facility 365 days per year. Other responsibilities include bi-annual (or more frequent as required) cleaning of the sewer main pipelines using a high-pressure water cleaning truck and a mechanical rodding truck for lines with root and grease problems caused by the improper disposal of fats, oils and grease (F.O.G).

Goals:

- ❖ Continue to meet state-mandated discharge limits for treated effluent.
- ❖ Complete Sea Street Pumping Station upgrade (expected completion: December 2018).
- ❖ Complete the Nantucket Harbor Shimmo Plus Parcels sewer expansion project begun in November 2017 (scheduled completion: early to mid-2019).
- ❖ Complete the Surfside Wastewater Treatment Facility upgrade project (anticipated completion: early 2019).
- ❖ Continue implementation of the Comprehensive Wastewater Management Plan (CWMP) and an extensive CMOM (Collection, Maintenance, Operation, Management) program currently underway with over 100,000 LF of gravity sewers cleaned and CCTV'd in the first year, with Phase II currently out to bid.
- ❖ Complete an internal audit, updating and digitizing of all sewer permit records. Institute a new online sewer permit application and tracking program.
- ❖ Maintain and expand current operational procedures, including but not limited to inspections, testing, investigation of potential violations and collaboration with contractors, sewer installers and engineers.

January 4, 2018 Sewer Force Main Failure:

The Town experienced a catastrophic failure of a force main used to convey sewage to the Surfside plant. This entire line was inspected and fully repaired to be used as a standby main.



Wastewater Collection

In the past fiscal year, the Department has established dedicated equipment and crew with specialized training to maintain the Town's sanitary sewer collections infrastructure. Staff continues to progress, attaining higher wastewater treatment plant and collections operator licensing through the state.

Respectfully submitted,

David C. Gray Sr.
Director

WOODS HOLE, MARTHA'S VINEYARD, AND NANTUCKET STEAMSHIP AUTHORITY

The Woods Hole, Martha's Vineyard, and Nantucket Steamship Authority (SSA) was created by the Commonwealth of Massachusetts Legislature in 1960, in an effort to guarantee year-round boat service to the islands of Nantucket and Martha's Vineyard. Though the SSA occasionally benefits from federal or state grants for projects such as terminal renovations, slip reconstruction or storm damage; fares paid by passengers constitute nearly all of its income. Any operating deficit would be assessed to the five ports served by the SSA, according to proportionate representation. Nantucket and Martha's Vineyard each have a 35% vote and therefore would each carry the responsibility for 35% of any operating deficit.

The SSA's five members meet monthly in public, alternating between the ports. Nantucket hosted meetings in September 2017, with the scheduled June 2018 meeting postponed until July, at the Whaling Museum's Discovery Room courtesy of the Nantucket Historical Association. The seven-member Port Council also meets monthly, alternating between Hyannis and Woods Hole.

The SSA management goal is to maintain vital service levels at the most efficient cost. Historically, a significant expense has been fuel. In recent years, the SSA's fuel hedging program has successfully managed to keep fuel expenses under 10% of the entire budget. Other major expenses include wages (50 - 55%), pension and insurance expenses (15%), and maintenance of vessels and terminals (10 - 15%).

Total operating revenues for the year were slightly over \$103 million, with expenses coming in just shy of that figure. Any operating profit is mandated by statute to be used to pay down debt (approx. \$70 million in outstanding bond obligations at the end of 2017), for maintenance, or put towards future projects such as terminal improvements and vessel replacements.

2017 ended with approximately 336,000 total miles traveled by all boats on both routes combined, representing just over 22,800 trips and just over 3,050,000 total passengers carried systemwide. As of the end of June 2018, passenger traffic was up 14% on the Nantucket route, with autos down 1% (or 71 vehicles) and trucks down 2.3% (or 117 trucks).

On July 1, 2017, longtime SSA Treasurer/Comptroller, Robert Davis, took over as General Manager during a difficult time. Bob has handled the helm in remarkable fashion, improving employee relations, and responding positively to an increasing number of service challenges, all to the benefit of the organization.

During the Spring of 2018, an unprecedented series of breakdowns on the Vineyard route ultimately led to the Board selecting HMS Consulting and Technical to perform an independent review of SSA operations, management, maintenance and communications. A final report from HMS is expected in October 2018. The overall impact on lost revenue and public confidence is still being calculated.

The redesign and reconstruction of the Woods Hole Terminal is moving forward. The old terminal building, which served the Authority for over 50 years, has been torn down and new slips are in the process of being reconfigured and reconstructed. New administration and operations offices have been constructed at the Palmer Avenue parking lot in Falmouth and were occupied early in 2018.

We would like to thank all employees from every department for the professionalism and contributions they bring to their respective roles on a daily basis. Maintaining the SSA as the lifeline to the islands would not be possible without the employees' collective dedication and commitment.

Respectfully submitted,

Robert F. Ranney, Governing Board, Nantucket Member
Nathaniel Lowell, Port Council, Nantucket Member

SIASCONSET WATER DEPARTMENT

The following activities are highlights of the fiscal year for the Siasconset Water Department. The Commissioners renewed a Memorandum of Agreement with the Nantucket Water Commission whereby the Wannacomet Water Company will continue to provide certified operators as well as administrative and operational support.

Total production for the fiscal year was 58,258,322 gallons. This is a decrease of 3,880,167 gallons (6.3%) over fiscal year 2017. This decrease in production is a combination of better consumer awareness of water conservation, the better use of rain sensors on irrigation systems and our capital improvement projects replacing the aging components of the water distribution system. The highest recorded daily production during the fiscal year was 552,961 gallons on September 09, 2017.

The home rule petition that would merge the Siasconset Water Department into the Wannacomet Water Company and create a single five-person elected Water Commission to provide oversight of the combined enterprise fund was submitted to the state legislature and is currently under legislative review. Following the review, the home rule petition may be accepted and passed by the legislature by the December of FY 2019.

The Water Commission would like to express its thanks to the residents of Siasconset, other Town departments, the Town Manager and the Wannacomet Water Company and the Nantucket Water Commission for their help and assistance throughout the year.

Respectfully submitted,

Gerald E. Eldridge
Chairman

WANNACOMET WATER COMPANY

The following are highlights that were achieved during Fiscal Year 2018.

Total fiscal year production from all of the wells was 601,449,000 gallons. Even though Wannacomet added 132 new service connections, the 2018 production represents a 3% decrease in production from the previous fiscal year. This decrease in production is a combination of better consumer awareness of water conservation and our capital improvement projects replacing the aging components of the water distribution system.

The peak water production day was July 5, 2017. On that day Wannacomet pumped 4,279,024 gallons of water. The low water production day was on March 3, 2018. On that day Wannacomet pumped 423,000 gallons of water. The difference between the low off-season day and peak summer day water production was 3.85 million gallons of water.

In 1973 Wannacomet moved its office from the corner of Main Street and North Union to 1 Milestone Road. For over 45 years Wannacomet worked out of that office building. With the expanding distribution system, over 8,000 customers and the need for additional staff and work space Wannacomet had outgrown the 1973 building. Brown Lindquist Fenuccio & Raber Architects Inc. designed a new office building and put the plans out to bid. Delbrook/JKS won the bid and in August of 2017 construction of the new Wannacomet office began. In April 2018 the Wannacomet staff moved into the new office building. The move marked the fourth time since 1880 that the Wannacomet staff had moved into a new facility. We would like to thank our customers and the community for their patience and understanding during the nine-month construction project.

In the fall of the fiscal year Wannacomet began planning the next pipe project in the North Liberty area. For the first time Wannacomet Water, Nantucket Sewer Department and the Nantucket DPW will combine work forces and replace water, sewer and storm drains in the project area all at the same time under one bid. The idea being that we open the road one time and replace and/or upgrade the utilities in the road and repave it. All three departments are working together to determine the most critical needs areas. Final engineering design plans will be completed in the fall of FY 2019.

Wannacomet added two new employees in FY 2018. Jonathan Vollans and Morgan Perry were hired to fill the Utility Person positions in January.

I would like to thank the employees of the Wannacomet Water Company for their dedication and commitment to our customers with excellent service while providing them with the safest and highest quality drinking water possible. I also want to thank Nantucket Water Commissioners Nonie Slavitz, Nelson Eldridge and Allen Reinhard for their support and guidance. To the Town Manager, Department Heads and fellow Town employees who provided assistance to Wannacomet over the past fiscal year my sincere thanks.

Respectfully submitted,

Mark J. Willett
Director

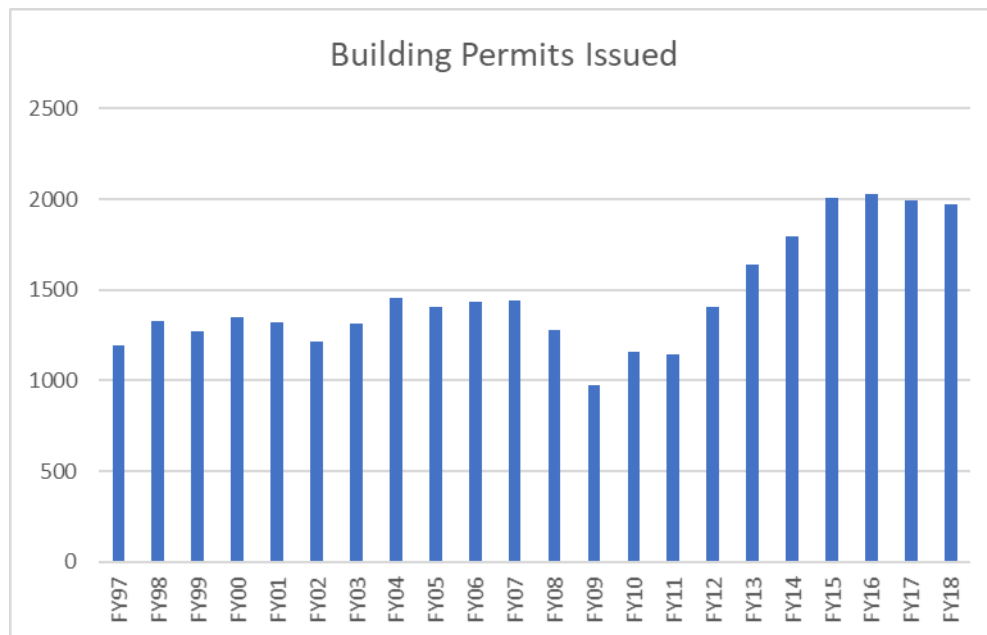
PLANNING AND LAND USE SERVICES

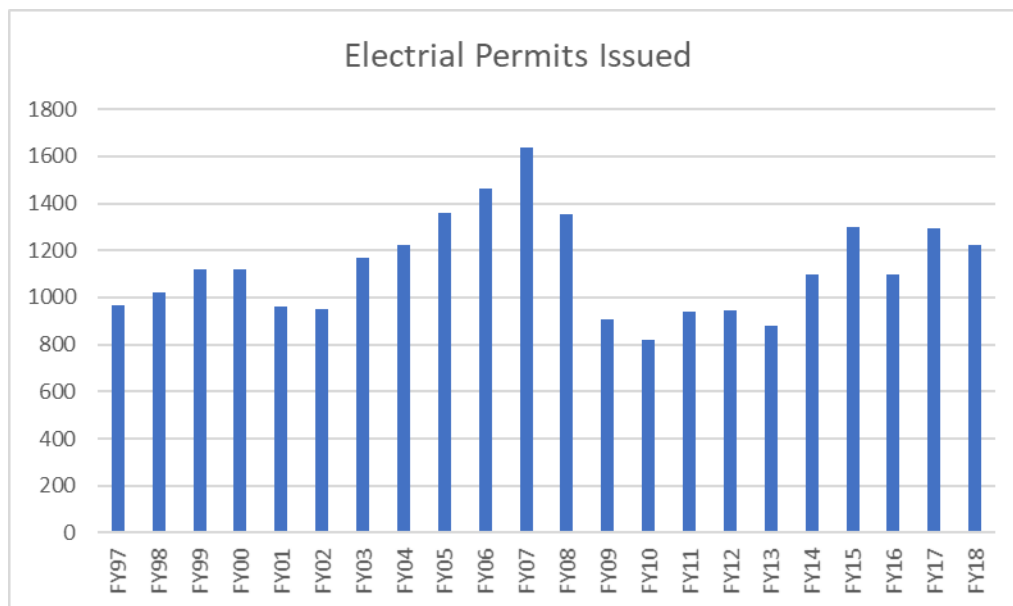
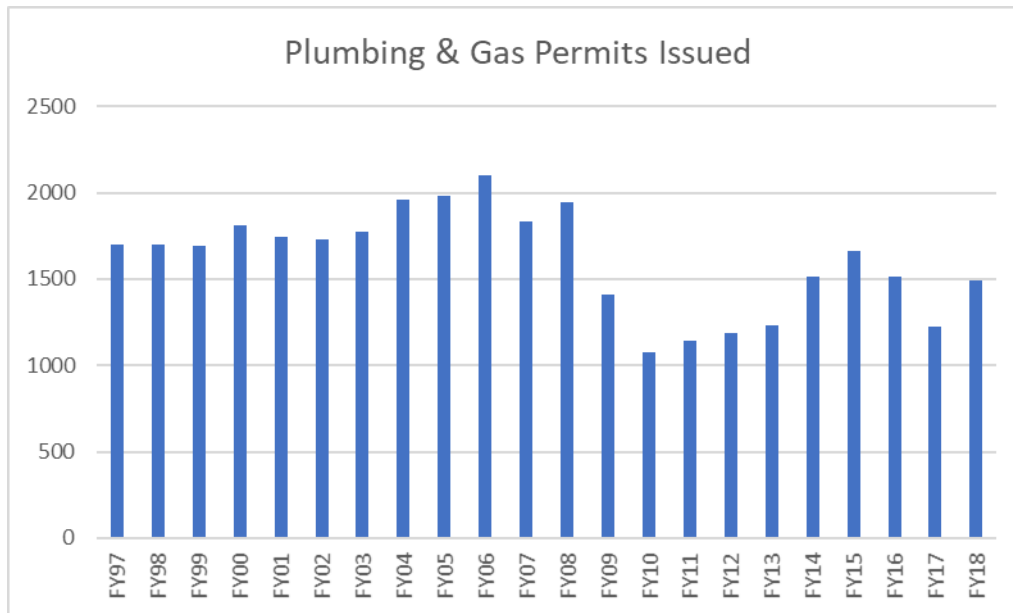
The department of Planning and Land Use Services (PLUS) was established at the beginning of FY 2013 and it contains four primary divisions, including: Building, Historic District Commission, Planning, and Zoning. In addition to the primary divisions, PLUS staff includes the Energy Office and provides support services to the Affordable Housing Trust Fund (AHTF), the Real Estate Advisory Committee, and other boards and committees as necessary. PLUS staff continues to strive for greater efficiency, improved customer service, and an enhanced “one-stop-shop” approach to permitting. As more experience is gained as a consolidated permitting agency, further efficiencies may be realized in the future.

Overall, permitting activity remains high and consistent with FY 2017, however there was an overall slight decrease in permitting activity and revenue. Although the actual numbers may be less, the experience of staff is that the types of applications received, particularly as it related to building permit application review, are becoming more complex.

BUILDING DIVISION

The Building Division reviews applications, performs inspections, and investigates reported violations to ensure compliance with applicable Massachusetts laws and regulations governing building, zoning, public safety, wiring, plumbing, and gas. In FY 2018, the Building Division continued to experience a high level of inspection and permit requests. New structures continue to be a very small portion of the building industry on Nantucket. Renovations/alterations of existing buildings total approximately 95% of all building permits issued, a trend that has been steady since FY 2008.





Building Division revenue totaled \$1,436,311 including \$1,099,009 for Building, \$159,927 for Plumbing, and \$177,375 for Wiring permit applications.

HISTORIC DISTRICT COMMISSION

The HDC issued 2,139 Certificates of Appropriateness for structures, 122 Certificates of Appropriateness for signs, and staff issued 323 Certificates of Appropriateness for like-kind repair or replacement and completed 791 inspections. Revenue received from application fees totaled \$257,423. Typical applications reviewed at the weekly meetings included renovations of existing structures and property improvements to add amenities such as pools, spas, and hardscaping. The HDC approved approximately 156 new dwellings, excluding garages. Applications for pools remained steady with the HDC averaging around 100

pool approvals each year. The growth of solar panels also continued with many homeowners proposing roof mounted systems. Multi-family dwellings were on the rise with the Commission approving a number of buildings in the Richmond Great Point Development area off of Old South Road and the Ticcoma Green workforce housing project located between Waitt Drive and Fairgrounds Road.

The Commission worked to develop more guidelines on a few items including fences, air conditioning units with mini-split line sets, and architectural roof shingle colors in the Old Historic District, Sconset Village, and the rest of the island. The Commission voted to establish a sub-committee to focus on revising *Building with Nantucket in Mind* and to work on new guidelines. The sub-committee is named the HDC Organizational Focus Committee. The Commission also voted to extend the Madaket Advisory Board's map for review of applications.

Commission members are elected in staggered terms of three years for regular members and appointed by the Select Board in three-year terms for alternate members. In FY 2018, Ray Pohl served as Chairman and Diane Coombs served as Vice Chairman. Also serving as elected members were John McLaughlin, Abigail Camp, and Valorie Oliver. Stephen Welch, T.J. Watterson, and Jesse Dutra served as alternates.

PLANNING AND ZONING DIVISIONS

The Planning Board and Zoning Board of Appeals continued to review applications for special permits and variances, within their respective jurisdictions, at regularly scheduled monthly meetings. The applications received by the Planning Board remained consistent with FY 2017; the permitting activity of the Zoning Board of Appeals increased. The applications reviewed by the Planning Board consist of a broad spectrum of projects, from small technical changes to already approved projects to large scale commercial or institutional projects.

The Planning Board reviewed a variety of applications in FY 2018, including:

- 45 Special Permits for a variety of residential and commercial applications that were generally small in scale;
- 22 Modifications to Previously Granted Special Permits;
- 11 Special Permits to create Secondary Lots for moderate income housing;
- 5 Special Permits for Rear Lot Subdivisions;
- 9 Modifications to Previously Approved Subdivisions;
- Approval Required subdivisions resulting in the creation of 8 new buildable lots;
- Approval Not Required lot divisions resulting in the creation of 61 new buildable lots (includes lots permitted through Rear Lot Subdivision);
- 3 Preliminary Plans;
- 69 Secondary Dwellings;
- 15 Tertiary Dwellings;
- Miscellaneous other requests including modifications to previously granted special permits and subdivision, follow-up actions to previously granted permits, review of sketch plans, and other items within the jurisdiction of the Planning Board.

The Planning Board sponsored 13 Zoning Map and Zoning Bylaw amendment articles for the 2018 Annual Town Meeting. These articles were specifically related to implementation of the 2009 Master Plan. All zoning articles adopted by Town Meeting were quickly approved by the Attorney General.

Board members are elected in staggered terms of five years for regular members and appointed by the Select Board in three-year terms for alternate members. In FY 2018, Linda Williams served as Chairman, Barry G. Rector served as Vice Chairman. Also serving as elected members were Nathaniel Lowell, Joe Marcklinger, and John Trudell, III. Mid-year, Joe Marcklinger resigned from the Board and was replaced by David Callahan, who at the time was serving as an alternate. Carl Borchert and Stephen Welch also served as alternates in FY 2018. Carl Borchert also resigned from his position during the fiscal year. Leedara Zola and Campbell Sutton were appointed by the Select Board to fill the vacant seats. Following the annual election in April, Linda Williams and David Callahan were replaced by Fritz McClure and Judith Wegner. We thank Linda Williams, David Callahan, and Carl Borchert for their years of services on the Planning Board.

In fiscal year 2018, the Zoning Board of Appeals received 60 applications and the Zoning Administrator received 10 applications as follows:

- 29 Special Permit applications received, of which 24 were granted, 1 denied, and 4 withdrawn;
- 19 Variance applications received, of which 12 were granted, 0 denied, and 7 withdrawn;
- 3 appeals of Zoning Enforcement Officer and Building Commissioner determinations, of which 1 was withdrawn and 0 denied;
- 1 Comprehensive Permit application;
- 5 Rescission of 5 prior Decisions affecting the same locus, of which 4 were granted, 1 is pending;
- 9 Modifications of prior Special Permit and/or Variance relief, of which 8 were granted, 0 denied, and 1 withdrawn;
- 1 Decisions where no relief was necessary;
- 13 Withdrawals;
- 10 Zoning Administrative Permit applications of which 7 were issued and 3 were sent to the ZBA for a duly noticed hearing.

Board members are appointed by the Select Board in staggered terms of five years for regular members and three years for alternate members. In FY 2018, Edward Toole served as Chairman, Lisa Botticelli served as Vice Chairman, and Susan McCarthy served as Clerk. Also serving were Michael J. O'Mara and Kerim Koseatac, with Mark Poor, James Mondani, and Geoffrey Thayer as alternates.

Revenue totaled \$100,136 for Planning Board and Zoning Board of Appeals applications, which was an increase from revenue generated in FY 2017.

ENERGY OFFICE

In FY 2018, the Town's Energy Office conducted professional and technical tasks related to municipal and island-wide energy policies, practices, and projects that deliver significant taxpayer savings through reduced energy costs, while contributing to overall community sustainability and economic development. These efforts were led by the Town's Energy Coordinator, Lauren Sinatra.

Among the achievements and initiatives of the Energy Office in FY2018, were the following:

Nantucket PowerChoice: Municipal Electric Aggregation

Negotiated a new 24-month electric supply contract with Direct Energy, which decreased the program rate from 9.13 cents to 9.05 cents per kilowatt-hour (kWh), effective May 2018 through May 2020. The Town's

program rate is 34% lower than National Grid's current basic service rate for residential customers (13.718¢/kWh), saving an average resident nearly \$40 per month on electricity. By the end of the 2018 fiscal year, enrollment in Nantucket PowerChoice grew by 10% (1,002 new participants), delivering over \$2.6 million in cumulative savings to local participants and generating over \$100,000 to support the Town's *Local Solar Rebate* program.

\$200,000 Mass DEP Gap II Grant for Solar

Secured a \$200,000 grant award through MassDEP's *Clean Energy Results Program* (CERP), to support a 75kW Solar Photovoltaic (PV) system at the Surfside Wastewater Treatment Plant. The proposed solar project is projected to save the Town approximately 91,200 kWh, or \$22,000 in avoided electricity costs, per year.

HeatSmart Nantucket (HeatSmartNantucket.org)

Submitted a winning application to the Massachusetts Clean Energy Center (MassCEC), which selected Nantucket as one of four communities to participate in the selective HeatSmart Mass initiative. The HeatSmart Nantucket program encourages local residents to transition from conventional electric, oil and propane-based systems to high-efficiency, lower-carbon heating and cooling alternatives. Under HeatSmart Nantucket, islanders can more easily access solar hot water and air-source (minisplit) heat pump systems, take advantage of thousands of dollars in state and utility incentives, secure 0% financing, and work with qualified installers offering special, limited-time pricing.

\$1.25 Million Tesla Energy Storage Award

Collaborated with Tesla on a \$1.25 million winning grant application to launch a peak demand reduction program using Tesla's Powerwall battery. The project, slated to launch by the summer of 2019, aims to install 500 batteries in local homes, which together will serve as a "virtual power plant" to increase island resiliency and reduce electric demand by 2.5 Megawatts (MWs), or approximately two years' worth of local demand growth. The grant was awarded as part of the Baker-Polito Administration's Energy Storage Initiative (ESI) Advancing Commonwealth Energy Storage (ACES) program, funded by the Department of Energy Resources (DOER).

Installation of Energy Storage AC Unit at PLUS Department

Coordinated the installation of an innovative new "Ice Bear" energy storage system at the PLUS Department, made possible through the Massachusetts Department of Energy Resources (DOER) \$1.5 Million "Nantucket Peak Demand Management" Grant. This ultra-efficient air-conditioning unit replaced the facility's 20-year old, inefficient compressor at no cost, and uses ice storage technology to reduce summer peak cooling by 95%.

Community Events and Energy Code Workshops

Worked closely with community partners such as the Chamber of Commerce, Fairwinds, and the Nantucket Builders Association to organize and host numerous energy-related community events, including: an electric vehicle (EV) "Test Ride and Drive Event" at the 2018 Daffodil Festival, an AC unit recycling event at Bartlett's Farm, and several energy code trainings and workshops to increase local contractor education and code compliance.

Stimulating Local Solar PV Adoption

Served as the main project advisor to four undergraduate engineering students from Worcester Polytechnic Institute on a project focusing on deliverables to stimulate the local adoption of solar-PV generating

systems. Educational resources were developed, including an Interactive Solar Map located on the Town's website, which depicts every residential and commercial solar installation on Nantucket (56) along with key project specifications, such as size, cost, and system installer, as well as in-depth case study profiles on three solar-PV owners.

HOUSING INITIATIVES

FY 2018 saw continued emphasis being given to addressing the community's critical housing needs. PLUS hired Tucker Holland to serve as Housing Specialist for the Town. Between the Community Preservation Committee and the Town, \$700,000 was additionally allocated to the Affordable Housing Trust Fund.

FY 2018 saw the Select Board award the bid to HallKeen Management and Williams Building Company for the creation of 64 units of rental housing on approximately three acres of Town-owned property at Fairgrounds Road. Town meeting had previously given unanimous authorization to the Board and the Town to move forward with developing much needed housing at this highly advantageous location. The development is being constructed to serve the year-round community, with apartments restricted at a range of income levels – 30% AMI, 60% AMI, 120% AMI – and some unrestricted units to ensure no year-round resident is deemed ineligible to apply because of income limits. The design underwent HDC review and gained strong approval from the Commission. Following the approval of a Special Permit from the Planning Board, three local neighbors appealed the decision. The Town and the developer are seeking summary judgement to have the case dismissed.

FY 2018 also saw the Affordable Housing Trust Fund expand its successful Closing Cost Assistance Program, a small loan program which assists year-round residents to buy a home here, from 80% AMI and under up to 150% AMI.

Respectfully submitted,

Andrew Vorce, AICP
Director of Planning



PUBLIC SAFETY REPORTS

FIRE DEPARTMENT

In FY 2018 the Nantucket Fire Department saw transition in its leadership. Fire Chief Paul Rhude left the department and Stephen Murphy was appointed as Chief in September 2017. Captain Thomas Holden retired in August of 2017 after over 30 years. With the open position Earl Eldridge received a promotion to Captain in June of 2018.

During FY 2018 the Fire Department participated in the Mass Casualty Drill at the Airport, expanded the "Stop the Bleed" program by offering classes to the public, and members attended training in special topics to expand their skills. The Massachusetts Fire Academy came to the Island to cover Emergency Vehicle operations. Five new firefighters attended and graduated the Massachusetts Fire Academy Recruit program. Fire prevention has continued to develop the Fire Safety outreach through SAFE and Generation SAFE programs.

Construction began on the new fire station at 4 Fairgrounds Road. Building progressed with an expected move in date in the spring of 2019.

2018 was also our first year maintaining members in the station to respond to the "next call." This means that members were recalled to fill the station when on duty firefighters answered calls for emergency ambulance or fire calls.

During the FY 2018 year, the Island saw close to a 3% growth in emergency calls for the Fire Department. Of the total 64 fire calls involved, structure fires almost doubled from the previous year (33) and eight of them resulted in major structural damage to buildings.

As always, the department members went beyond answering these calls and doing their best to minimize damage. The approximately 40 members of our department work hard and do more with less people than most comparable off-island departments.

FY 2018 Emergency Calls, total: 3,246

- **Fire 1,701 calls**
 - 1,449 Fire Alarm Calls
 - 64 Fires
 - 42 Structure involved
 - 7 Brush/Outside fires
 - 6 Car fires
 - 1 Grill fires
 - 1 Landfill fires
 - 1 Dumpster fires
 - 6 Illegal burns
 - 89 Smoke condition/Invest
 - 6 Aircraft/airport alerts
 - 43 Hazardous Responses

- 25 Smell of propane/propane leak
 - 10 Gas or oil spills
 - 7 Down/arching wires
 - 1 CO Response
- 1 Elevator rescue
- 17 Assist to the public
- 32 Engine details
- **EMS 1,545 calls**
 - 1,020 Responses to 911 calls
 - 285 Med Flight transports
 - 178 Transports
 - 21 Motor vehicle crashes
 - 1 Ice rescue
 - 40 EMS details

Fire Prevention

Public Education, Inspection and Fire Alarm

Fire safety education continues to be a priority for the Fire Department. Affecting positive behavior and creating recognition of unsafe fire safety practices by our community makes Nantucket a safer place. Grant funding from the state helps the Department provide the Student Awareness of Fire Education (S.A.F.E.) program to the children of Nantucket, our fire prevention education program taught to pre-school through high school age students about the dangers associated with fire. Age-appropriate information on prevention, key fire safety behaviors, and surviving fires align with the goals and objectives of the state's Curriculum Frameworks and the Common Core of Learning. The Nantucket SAFE program owes much of its success to the partnership with public and private schools. The Senior SAFE program provides fire and life safety education to older adults. We work with Nantucket's senior support services to address the unique fire risks for this age group.

The Fire Prevention division works in partnership with the Building Department to continually educate commercial businesses, including but not limited to assembly and healthcare facilities, on building, fire and life safety regulations. The Workplace Fire Safety program was presented to numerous organizations this past year. The goal is to provide employees with an increased awareness regarding general fire safety practices, as well as information specific to their workplace. Over the past year with continued growth of the community, the Fire Prevention Inspectors have worked with many commercial projects to assure the projects meet the standards set by numerous fire and life safety codes. Fire alarm, fire protection sprinklers, commercial cooking hood systems, commercial place of assembly evacuation plans, event tent safety and large event emergency plans are just some of the items overseen in Fire Prevention.

The Fire Prevention Officer and other Department members recognize that community events provide a vital link to educating all residents and visitors. We remained active participants in community presentations, fundraising events and other outreach venues. As we continue to move forward with each season we will be focusing on the changing needs of the island. Being able to work with installers, homeowners, and commercial property owners is key to the safety of the public.

Fire Prevention/Fire Alarm/Code Enforcement

- 1,050 total inspections

- 391 Smoke detector (26f) inspections
- 305 Certificate of Occupancy Inspections
- 297 Fire prevention inspections
- 57 Generation SAFE visits

FY 2019

FY 2019 will be exciting in the Department. The Island's first paramedic class is in progress now. Promotions of members to leadership will occur. We will be in a new station in the spring and training will continue to be important. All members of the Department have and will continue to work at providing the best services we can to the residents of Nantucket.

Respectfully submitted,

Stephen A Murphy
Fire Chief

POLICE DEPARTMENT

Department Overview

The Police Department is the primary law enforcement agency for the Town of Nantucket charged with the responsibility to insure the safety of all persons in the Town through the enforcement of the criminal and civil laws of the Town and the Commonwealth. The Police Department has the following primary responsibilities:

- Protection of lives and property of all citizens
- Preservation of the peace
- Prevention of crime and disorder
- Identify and prosecute violators of the law
- Plan for and supervise public safety at special events
- Respond to all emergencies
- Support regional and national homeland security strategies
- The protection of the individual rights of all persons within the Town of Nantucket

The Police Department consists of the Office of the Chief of Police and three divisions under the supervision of the Chief of Police, the Division of Police, the Division of Marine Safety and the Division of Administrative Services. The Division of Police, managed by Lieutenant Angus MacVicar provides direct services to the public and is responsible for enforcement and prevention objectives. The Division of Marine Safety, managed by Harbor Master Sheila Lucey is responsible for marine search and rescue, the supervision of waterways operations and public beaches, moorings, town pier, aids to navigation and the lifeguard program. The Division of Administrative Services, managed by Deputy Chief Charles Gibson provides support functions for those direct services for members of the Department and the public including oversight of the Emergency Communications Center (e911), the Public Safety IT Network, the Town-wide telecommunications system, the Business Licensing Office and fleet and facility management responsibilities. The Administrative Services Division is also responsible for the management of all on-going projects under the supervision of the department.

Career Milestones

New Employees

	<i>Position</i>	<i>Date of Hire</i>
• Richard Harrington	Police Officer	August 21, 2017
• Ainsley Ellis Witherell	Beach Maintainer	November 6, 2017
• Eric Journet	Police Officer	November 20, 2017
• Joseph Shield	Police Officer	November 20, 2017
• Marina Dzvonik	Events Coordinator	March 12, 2018
• Shane Carey	Asst. Harbor Master	May 21, 2018

Separations

	<i>Position</i>	<i>Date of Separation</i>
• John Hagerty	Police Officer	Resigned July 4, 2017
• Joseph Flynn	Police Officer	Resigned July 24, 2017
• Joseph Aleo	Police Officer	Resigned August 27, 2017
• David Fronzuto	Emergency Management Coordinator	Retired October 13, 2017
• Brianna Vittorini	Asst. Harbor Master	Resigned February 6, 2018
• Georges Minnes	Asst. Harbor Master	Resigned February 11, 2018
• Bryan Jackson	Police Officer	Resigned May 6, 2018
• Daniel Anderson	Police Officer	Resigned May 11, 2018
• David Watkins	Police Officer	Resigned June 4, 2018
• Zachary Coyne	Police Officer	Resigned June 14, 2018

Individual Accomplishments

- July 3, 2017 - Detective Brett Morneau was promoted to the rank of Sergeant and re-assigned to the Operations Division, Patrol Section as a Shift Supervisor.
- July 3, 2017 - Detective Chris Carnevale was promoted to the rank of Sergeant and re-assigned to serve as the Department's Administrative Support Sergeant.
- August 25, 2017 - Officer Keith Mansfield and his canine partner Moby were re-assigned to serve as a School Resource Officer.
- September 11, 2017 - Sgt. Brendan Coakley was re-assigned to serve as the Department's Emergency Management Coordinator/Administrative Supervisor.
- January 29, 2018 - Officer Chris Kelly was re-assigned to the Detective Unit as a Detective.

Department Accomplishments

Office of the Chief

The Chief of Police oversees the various functions of the Department and coordinates the delivery of services to the public. The office consists of three full-time employees: the Chief of Police, Deputy Chief of Police and an Administrative Specialist.

The Office of the Chief was able to accomplish the following in FY-2018:

- The Business Licensing function re-organized to include permit sales and Special Event Coordination resulting in the creation of the Special Event Coordinator position in the Business Licensing Section.

- Created an Opioid Task Force consisting of members who specialize in education, treatment and law enforcement. The goal of the Task Force is to coordinate on-going efforts and focus limited resources to where they have the best impact.

Division of Police

Utilizing community policing tactics and best practices in policing and emergency management, staff are able to deter and prevent crime, address manmade and natural disasters and provide an overall sense of security for residents and visitors of this community. The Division has an authorized strength of 37 full-time police officers and 38 seasonal employees.

The Division of Police was able to accomplish the following in FY-2018:

- Community Service – The Crime Prevention Unit, formalized in 2018, has as its core mission the responsibility to develop community programs aimed at preventing crime. A secondary function is to educate citizens on how to protect themselves. This unit provides many services, to include suicide prevention trainings; Halloween safety programs; bicycle safety education; internet safety; security assessments; youth leadership training; babysitting safety; cell phone safety; drug/alcohol prevention presentations; stuff a cruiser; national night out/public safety day events; drug take back programs; Isle Return program; safety net; K-9 demonstrations; parades and Project Smiles. The staffing for this unit is comprised of sworn police officers and volunteers who perform these functions secondarily to their primary function law enforcement function.
- Community Safety – Completed a review of the Presidents Report on 21st Century Policing resulting in the training priorities being refined to address implicit bias issues and an emphasis on de-escalation techniques and decision making in stressful/use of force situations.
- Training – Due to changes in mandated in-service training by the Commonwealth for all Police Officers, a full-time training officer is now responsible to coordinate all of the required training for our staff.

Division of Marine Safety

The Harbor Master is responsible for providing a wide variety of front-line services that include responding to calls for assistance in the harbor and on the waterways of Nantucket as well as providing transportation for first responders to the out islands and hard to reach beaches for fire, police or medical incidents. The Division of Marine Safety has four full-time employees and fifty-five seasonal employees.

The Division of Marine Safety was able to accomplish the following accomplishments in FY-2018:

- Waterways Projects – The pump-out program removed 24,500 gallons of black and gray water from vessels moored in Nantucket Harbor during the 2018 summer season.
- Grants – Applied for and received state grant and bond funding commitments to assist with the costs for the reconstruction of the Town Pier, the building of a new bathroom and office facility at 34 Washington Street and for the dredging of the Polpis Harbor Entrance Channel.
- Beach Management and Safety – Nantucket's guarded beaches saw an estimated 235,000 beach goers during the 2018 summer season. Lifeguards also implemented a new policy that allowed lifeguard to be available on the south shore later in the day on red flag days.

Division of Administrative Services

The Division of Administrative Services is responsible for overseeing the support functions of the Department. The Division has eighteen full-time employees.

The Division of Administrative Services was able to accomplish the following accomplishments in FY-2018:

- Community Access - The Business Licensing Section went live with EnerGov, inputting all of the licenses that the Department administers into the software so that they are available to Town Administration and other Town departments online.
- New Storm Prediction and Planning Tools – The Office of Emergency Management (OEM) was selected by the Department of Homeland Security and FEMA to test a prototype of a web-based software called HVX. This software combines, organizes and analyzes data from the National Hurricane Center, National Weather Service, NOAA, Army Corp of Engineers and our regional hurricane evacuation study (HES). By combining this data and displaying it in HVX it creates the best product that exists for Nantucket's Emergency Managers to predict and plan for the severity of wind, surge and flooding during a major storm event.
- Radio System Upgrade – Staff worked with Motorola and Cyber Communications Inc. over the course of the year to update Nantucket's 800 MHz radio system. This important update ensures a continuation of dependable digital voice communications and interoperability for public safety and other Town services.
- Disaster Reimbursement Funds – The OEM secured federal reimbursement from FEMA for over \$41,000 in damages caused by various winter storms during the winter of 2018.
- Project Management – Staff continues to work on the planning and permitting of various waterways related projects. These projects include the dredging of the Polpis Harbor Entrance Channel; replacement of the Town Pier floating dock; researching installation of a wave barrier at the Town Pier; replacement of the Harbor Master building at 34 Washington Street; and, the reconstruction of the F Street Pier, as well as making operational the Shadbush Road facility for the Harbor Master. The rebuilding of the Children's Beach Boat Ramp, completed in March 2018, made it more accessible for all size boats at all tide stages.

FY 2019 GOALS

Division of Police

- Staffing – Increase the authorized strength for full-time police officers to 40.
- Training Plan – Continue implementation of a comprehensive training plan that incorporates procedural justice and legitimacy training as well as utilize advanced tools designed to reduce the use of deadly force and emphasize de-escalation techniques. Implement iCAT (integrated communications, assessment and tactics) principals into our training methodology for defusing critical incidents.
- Improve Policing in the Core Area – Assign a full-time police officer to a foot patrol in the Core District where they will engage in problem solving with business owners and residents, monitor and enforce parking regulations and coordinate the seasonal staff specifically assigned to parking enforcement.

Division of Marine Safety

- Facility – Replace existing Harbor Master facility at 34 Washington Street.
- Aids to Navigation – Explore options to convert buoys and moorings for year-round use.

- Town Pier – Implement the fourth year of an annual Town Pier maintenance plan with a focus on the end of the standing pier and pilings that need replacement due to age and/or storm damage.

Division of Administrative Services

- Management Improvements – Full integration of EnerGov database in licensing process to include Health Department, PLUS and Town Administration and streamlining of the permitting process.
- Improve Citizen Access – Build out the Nantucket Police Department website to create a more extensive presence for the department regarding activities and services provided by adding all current forms and applications. Addition of Emergency Services, Community Resources, Crime Stats, Citizen Reporting and overall access for the public for information on licenses and permits and the FAQ's that come through the Dispatch Center on a regular basis. Overall goal of putting a face to the Police Department and building the relationship between the department and the community.
- Minor Incident Sheltering Plan – Develop and implement a flexible sheltering plan using new facilities for warming and/or cooling spaces.
- Major Incident Sheltering Plan – Complete a flexible sheltering plan using additional Public School facilities for primary and secondary shelters.
- Training – Schedule and conduct an emergency preparedness exercise simulating a potential man-made or natural disaster situations for Town departments.

SUMMARY OF CRIME STATS

ARRESTS & CRIMINAL COMPLAINTS	FY2015	FY2016	FY2017	FY2018
Drug Offenses	24	36	53	31
DWI Offenses	97	52	70	43
All Other Offenses	463	419	764	583
Total Arrests	584	507	887	657

PART 1 REPORTED CRIMES	FY2015	FY2016	FY2017	FY2018
Homicide	0	0	0	0
Rape (includes unfounded and included offenses)	2	7	6	25
Robbery	1	0	2	0
Assault & Battery	27	36	37	23
Burglary	65	49	51	23
Larceny	251	262	299	253
Auto Theft	10	8	4	6
Arson	0	2	2	0
Total Part 1 Crimes	356	364	401	330

OTHER OFFENSES	FY2015	FY2016	FY2017	FY2018
Fraud	154	137	168	139
Property Reported Stolen	301	262	299	253
Property Damage - Vandalism	148	153	186	150
Drug Offenses Reported	35	55	20	18
Family Offenses - Domestic	75	131	105	140

General Police Services	19,141	19,869	19,024	19,053
Disturbance – Noise Complaints	420	359	417	410
Disturbance - General	309	310	253	239
Fish and Game Violations	14	19	23	34
Animal Complaints	979	1,011	952	782
Harbor Master Calls	-	-	175	138
Total Other Offenses	21,576	22,306	21,622	21,356

MOTOR VEHICLE STOP/CRASHES	FY2015	FY2016	FY2017	FY2018
Motor Vehicle Hit Deer	21	32	28	25
Motor Vehicle Stops	2,907	3,371	3,762	3,352
Motor Vehicle Crash Reports	503	429	531	500
Motor Vehicle Fatalities	1	1	0	0
Total Motor Vehicle Stop/Crashes	3,432	3,833	4,322	3,877

FEES COLLECTED	FY2015	FY2016	FY2017	FY2018
Beach Permits	\$401,574	\$437,700	\$454,925	\$435,500
FID/Pistol Permits	\$3,763	\$3,512	\$4,835	\$7,597
Taxi Permits	\$7,775	\$13,475	\$8,725	\$5,275
Parking Permits	\$70,740	\$80,275	\$76,825	\$64,735
Parking Fines	\$259,903	\$243,895	\$295,795	\$315,856
Alarm Registration Fees	\$113,856	\$109,738	\$113,988	\$125,700
All Other Fees	\$9,762	\$22,741	\$9,135	\$19,906
Total Fees Collected	\$864,373	\$911,336	\$964,229	\$974,569

SUMMARY OF BUSINESS LICENSING AND PERMITTING STATS

PARKING PERMITS ISSUED	FY2016	FY2017	FY2018
Residential Parking Permits			
Residential Parking Permits (\$50)	345	347	359
Residential Parking Permits (\$75)	22	-	-
Residential Parking Permits (\$100)	217	183	192
Residential Parking Permits (\$250)	5	21	12
Residential Parking Permits (\$500)	6	9	3
Total Residential Parking Permits Sold/Issued:	595	560	566
Commercially Registered Vehicle Permits			
Commercial Vehicle with Residential Parking Permit (Un-Restricted)	33	31	-
Commercial Vehicle with Residential Parking permit (Restricted)			13
Commercial Vehicle Registered on-island (\$25)	118	115	14
Commercial Vehicle Town Lot Permits (\$400)	25	30	3
Commercial Vehicle Town Lot Permits (\$1,000)	-	-	5
Total Commercial Vehicle Permits Sold/Issued:	176	176	35
Misc. Parking Permits			
Guest House and Hotel Parking Permits (\$100)	50	77	53

Temporary Licensed Contractor Parking Permits (Free)	220	-	-
Temporary Licensed Contractor Parking Permits (\$10 per day)	-	4	1
Temporary Residential Parking Permits (\$10 per day)	936	988	955
Long-Term Parking Permits (\$10 per day)	0	0	0
Courtesy Van Permits (\$100)	8	8	8
Live-a-board Parking Permits (\$50)	0	15	10
Live-a-board Parking Permits (\$100)	0	2	4
Town Pier Parking Permits (Free with paid Boat Slip)	94	94	91
Silver Street Parking Permits (Free)	3	2	3
Total Misc. Parking Permits Sold/Issued:	1,311	1,190	1,125
Total Parking Permits Sold/Issued	2,082	1,926	1,725

ALCOHOL, ENTERTAINMENT and COMMON VICTUALLER PERMITS ISSUED	FY2016	FY2017	FY2018
Annual Liquor Licenses	46	47	50
Seasonal Liquor Licenses	49	50	49
Temporary Alcohol Pouring Permits	110	154	102
Entertainment Licenses	105	71	71
Common Victualler Licenses	149	129	121
Total Licenses/Permits Issued	459	451	393

TOWN PIER, SHELLFISH and BEACH PERMITS ISSUED	FY2016	FY2017	FY2018
Beach Stickers	4,567	4,559	4,613
Mooring Permits	2,400	2400	2,034
Shellfish Buttons	1,297	1,579	1,628
Town Pier Slip Permits Issued	100	94	91
Total Marine Related Permits Issued	8,504	7,668	8,366

MISC PERMITS, LICENSES and APPLICATIONS PROCESSED	FY2016	FY2017	FY2018
Taxi Driver Licenses	253	231	169
Special Event Permits	225	317	250
Fingerprints Submitted for Civil Licensing	259	275	236
Town Pier Lottery Applications Processed (A every 2 yrs., B annually)	302 (A&B)	127 (A&B)	357 (A&B)
Street Performer Permits	66	46	50
Rental Car Medallions	702	702	702
Mobile Food Unit Permits	11	8	7
Total Misc. Permits and Applications	1,816	1,704	1,771

It continues to be an honor to serve Nantucket as the Police Chief for the past thirteen and one-half years and to work with the many fine men and women of the Nantucket Police Department. As we move into the next fiscal year, we will do so with an objective to serve you, the citizens of Nantucket, better.

Respectfully submitted,

William J. Pittman
Chief of Police



SCHOOL REPORTS

This report is a summary of school departments for the July 1, 2017 to June 30, 2018 school year and was prepared by Superintendent W. Michael Cozort, with input from each school department head.

NANTUCKET PUBLIC SCHOOLS

The highlight of 2017-2018 was the first year of service for the Nantucket Intermediate School for grades 3-4-5. The building opened on-time for students on September 5, 2017, as enrollment continues to rise across the district:

School Enrollment Academic Years 2014 - 2018

	NES	NIS	CPS	NHS	Total
October 2013	683		348	450	1,481 students
October 2014	723		334	460	1,547 students
October 2015	722		332	513	1,567 students
October 2016	717		330	541	1,588 students
October 2017	365	378	349	535	1,627 students
October 2018	379	387	381	539	1,686 students

Our foremost goal is raising student achievement. To that end, our building administrators work with our two Directors of Curriculum and Assessment for the district pre-K-12: Michael Horton – STEM (Science, Technology, Engineering, and Math) and Jean Witt – Humanities (ELA, Social Studies, Languages, and the Arts). Their responsibilities include: curriculum mapping and unit development; assessment analysis; district professional development; mentoring; and federal grant management. During the 2017-2018 school year, five new administrators completed their first year in their positions: Michele Brady (Special Education); Kelly Cooney (English Learners); Evemarie McNeil (Nantucket Intermediate School Principal); Elise Goeglein (Nantucket Intermediate School Assistant Principal); and Jennifer Psaradelis (Nantucket High School Assistant Principal).

We know that we must remain committed to ensuring that our students' physical, social and emotional needs are met as well. A strong physical education program, exciting music/arts programs, varied world languages and broad vocational education are integral to that and I am proud to report that we have maintained our commitment to each of those. We have responded to concerns for students' safety and well-being through the addition of guidance counselors, student support programs, as well as contracted supports with island agencies.

The school district continues to maintain relationships with local organizations. The Nantucket Historical Association, the Egan Institute, the Nantucket Land Council, the Maria Mitchell Association, ReMain Nantucket, the Boys' and Girls' Club and Strong Wings are among the community organizations that provide students with enrichment opportunities.

We are blessed to have students who demonstrate excellence in the classroom, on the playing fields and in their extracurricular and volunteer activities. After graduation, some students travel, some go directly into the world of work, and many of our students have been accepted to outstanding colleges and universities.

Students who graduate from the Nantucket Public Schools can, if they work hard, go anywhere and be successful!

State Assessment Results

After two years of participating in the *Partnership for Advancement of Readiness for College and Careers* (PARCC) in 2015 and 2016, NIS and CPS administered the *Next Generation MCAS* in 2017 and 2018 for English Language Arts (ELA) and Math in grades 3-8. 'Legacy' MCAS continued to be administered at the high school for ELA, Math, and Biology, and in Science, Technology, and Engineering in grades 5 and 8. With the second consecutive year of the *Next Generation MCAS*, a new statewide accountability system was introduced at all levels.

English Language Arts (ELA) - State Scores are MA averages for 2018

	Not Meeting Expectations	Partially Meeting Expectations	Meeting Expectations	Exceeding Expectations
Grade 3 2018	9%	60%	28%	3%
Grade 3 State	7%	41%	43%	9%
Grade 4 2018	9%	40%	41%	11%
Grade 4 State	9%	38%	43%	10%
Grade 5 2018	5%	51%	39%	6%
Grade 5 State	8%	38%	48%	6%
Grade 6 2018	18%	41%	29%	12%
Grade 6 State	12%	37%	40%	10%
Grade 7 2018	15%	44%	36%	6%
Grade 7 State	15%	39%	38%	8%
Grade 8 2018	16%	39%	38%	7%
Grade 8 State	15%	34%	41%	10%

Math - State Scores are MA averages for 2018

	Not Meeting Expectations	Partially Meeting Expectations	Meeting Expectations	Exceeding Expectations
Grade 3 2018	14%	58%	25%	2%
Grade 3 State	12%	38%	40%	10%
Grade 4 2018	27%	58%	20%	5%
Grade 4 State	13%	39%	41%	7%
Grade 5 2018	10%	47%	41%	2%
Grade 5 State	10%	44%	41%	5%
Grade 6 2018	10%	65%	25%	0%
Grade 6 State	11%	42%	41%	7%
Grade 7 2018	21%	40%	36%	3%
Grade 7 State	14%	40%	39%	7%
Grade 8 2018	19%	49%	30%	2%
Grade 8 State	12%	38%	41%	8%

For high school and science MCAS 'Legacy' results, historical data continues to be compared on the basis of a Composite Performance Index (CPI): scale of 0-100, an average of student point values earned at

each achievement level: Low Warning = 0, High Warning = 25, Low Needs Improvement = 50, High Needs Improvement = 75, Proficient = 100, Advanced = 100

2018 High School MCAS (grade 10)

	2016	2017	2018
ELA CPI	97.8	96.3	95.6
State ELA CPI	96.7	96.5	96.2
Math CPI	85.0	84.7	89.6
State Math CPI	89.7	89.9	89.5

2018 MCAS Science

	2016	2017	2018
Grade 5 CPI	70.2	70.2	71.7
Grade 5 State CPI	76.4	75.3	76.5
Grade 8 CPI	72.4	60.0	59.1
Grade 8 State CPI	71.3	70.6	68.3
Biology CPI (Gr 9)	92.4	89	91.9
Biology State CPI	88.9	89.4	89.3

Summary of Nantucket's 2018 results:

- New accountability system (Target is 75): NIS: 78; CPS: 64; NHS: 44
- NIS making its accountability target, showing great promise
- Nantucket Schools continue to rank between 30-42 percentiles of the state: NIS: 36; CPS: 30; NHS: 42
- There are some ups and downs between 2017 and 2018, but NHS CPIs remain at or near state averages; showing progress as students move through the grades
- Math CPI at NHS was above the state CPI for the first time in five years

Nantucket Elementary School – submitted by Kimberly Kubisch, Principal

2017-2018 was another busy year at Nantucket Elementary School. The administrative team in place included Kimberly Kubisch, Principal, and Nina Slade, Assistant Principal. This was our first year as a primary school (Grades Pre-K – 2), as the third through fifth grade students moved into their new Nantucket Intermediate School. We welcomed the Nantucket Community School and a Head Start program into our building. Our enrollment continued to grow. This past year we had over 370 students in three pre-kindergartens, six kindergartens, five first grades, and six second grades. In addition, we have two substantially separate specialized learning classrooms to help meet the needs of students with learning challenges.

The administration spent a great deal of time in classrooms formally observing teaching and learning. We continued to utilize the very comprehensive Mass. DOE Evaluation System. The staff and students embrace *Responsive Classroom* as the classroom management model for the school. We began implementing Eureka Math this year in Kindergarten and First Grades. Second Grade tried out some of the modules. Teachers continued to utilize a variety of resources, including: Houghton-Mifflin Journeys, Guided Reading, Foundations, and we piloted the Fountas and Pinnell Classroom resources at each grade level. In writing, we are utilizing the resources from Teachers College Reading and Writing Project (Columbia University). Staff knows that these programs are to be used as a resource, but the requirement for teaching and learning is to master the Common Core Standards. In addition, our teachers were

selecting leveled text for teaching reading to students across the multiple and varied levels of readers in their classrooms.

The NES staff collected and utilized a great deal of student performance data. AIMS web was used to collect and analyze reading and math student performance data three times during the year. Teachers also utilized assessments with the Journeys and Eureka resources, as well as Fountas and Pinnell Reading Benchmark Assessments. MCAS results from 2017 also helped to provide necessary student information. After analyzing the information collected, we instituted required written responses to reading, citing text evidence, and use of sentence frames. Another significant move, in all of our classrooms, was to teach and celebrate reading and writing stamina. We had students practicing longer reading and writing blocks during the day and this was charted on thermometers that hung outside the classrooms. We want our students to love reading and to persevere in it when they are challenged with difficult text.

Our school provides support for learning for students with a variety of needs, from special education to students who speak English-as-a-Second-Language to children who are advanced. The data we analyze helps us to create co-teaching classrooms at every grade level with students who have special needs, and the support of a Teaching Assistant and a certified Special Education teacher in those two rooms at every grade. In addition, students who receive ELL services were spread across all classrooms. The teachers almost all have their Sheltered English Instruction (RETELL) credentials through the Massachusetts Department of Elementary and Secondary Education.

We had tremendous assistance and cooperation from our staff, families, and the community in implementing a much safer facility. We worked together to craft a plan to keep our building locked, have all visitors accounted for, and build more independence for our students, as well as improve the traffic situation around our campus. We did this through creating a thorough safety and security plan, which was well communicated and practiced in regard to student arrival and dismissal, as well as adult visiting.

It was a wonderful, productive, primary-focused year at NES. We had a lot of time to work collaboratively to plan the best programs, curricula, interventions, enrichments, and supports for all of our students. Our staff collectively believes that we must provide the strong foundation for our students in these first few years of their formal education. We relish this role! Our children were well served for the future as we narrowed the focus for our school.

Nantucket Intermediate School - submitted by Evemarie McNeil, Principal

The 2017-2018 school year was a historic one for the Nantucket Public Schools with the opening of the Intermediate School built to educate the island's third, fourth, and fifth graders. Elise Goeglein, assistant principal, and I had the honor of opening and leading the school during this inaugural year. The extensive thought put into the design of this facility was truly focused on creating optimal learning spaces throughout the school.



While there were school goals focused on the smooth opening and operation of a new facility, the most salient goals were focused on increased achievement through robust student growth and progress across all domains for all students. NIS implemented the Eureka Math program last school year across all grade levels. This rigorous program, focused on developing students' mathematical conceptual understandings and the application of math concepts to solve problems, represented a significant shift in math teaching and learning. We are proud of the hard work and perseverance exhibited by both staff and students as they engaged in productive struggle throughout the year during math.

Our educators took a very close look at reading and writing instruction in relation to the expectations of the MA Framework Standards and determined the need for a goal focused on the alignment of resources and instructional methodologies across the school. We immediately focused on writing in response to reading and developed a plan to implement new programs for reading and word study across all grade levels during the 2018-2019 school year.

Other goals and highlights of the 2017-2018 school year included amazing community partnerships with Nantucket organizations, a targeted focus on social and emotional learning, enhanced collaboration between specialist teachers and classroom teachers, and the use of technology to enrich learning experiences. Together, all of these goals and initiatives supported our intentional focus on educating the whole child and promoting student success academically, socially, emotionally and physically. Our NIS school community truly looks forward to this second year together to continue the hard work we have begun with students at the center of all we do.

Cyrus Peirce Middle School – submitted by Peter Cohen, Principal

Our student population at the middle school averaged over 350 students throughout the 2017-2018 school year. We expect that number to rise for 2018-2019 to over 370 students and stay above that size for a number of years. We have settled into the new addition that had opened in October of 2016 and enjoyed our first full year in this beautiful space. We continue to be grateful to the town for their support in adding this much needed classroom space for the middle school. Our growing population numbers clearly indicate that this was money well spent.

Principal Peter Cohen, Ed.D and assistant principal Donna Johnson partnered with the CPS faculty on a mission to provide the best possible environment for learning and teaching. Throughout the year the middle school teachers worked to update the curriculum units of study for every course. We also focused on improving student engagement in our classrooms. The full faculty participated in three days of professional development with expert consultant Cristal McGill and the observational evidence indicates that many of the engagement strategies we learned are now in practice in most of our classrooms. We will build off the foundation of curriculum work we have been working on for the past two years during the 2018-2019 school year. The middle school continued to work to improve student achievement, raise the level of instruction, and create a positive school climate. The mission of Cyrus Peirce Middle School is to prepare students to grow intellectually and socially in a supportive yet challenging environment and to provide them with 21st century skills for success in high school and beyond.

CPS has much to be proud of and many areas that we have identified as strengths of the school. Among them are quality educators, a supportive community, and effective communication. We will build on these strengths as we work to continuously improve. The Cyrus Peirce Middle School is a student-centered middle school with a solid sense of community for all and a positive environment for students and the community. As a school we set forth to maintain initiatives which support our school's mission. In 2017-2018 we implemented a new and improved Advisory program. We had 27 different Advisory groups in place and that will expand to 33 groups in 2018-2019. While the Advisory program is still being developed, the first year was a success, as we achieved the goal of having each student have a home base and a small group of students across grade levels that serve as an in-school family. We also implemented the Win/Win program that is in place to meet the needs of all learners based on the data we collect in our classrooms and on assessments. For example, students in all three grade levels participated in the MAP (Measures of Academic Progress) testing, which is an assessment system aimed at determining student strengths and weaknesses in language arts, math, and science. These assessments were administered in September, January, and June to determine student growth and focus instruction on areas of weakness. We utilized the data to group and regroup students to provide necessary interventions or opportunities for enrichment, based on their progress.

Improved instruction and increasing student achievement are the greatest priorities at CPS. To that end, events and programs were developed throughout the school year to continue to increase the quality of the middle school experience. The 2017-2018 school year was our third year as a 1:1 Chromebook school. Every student and teacher had his or her own individual Chromebook laptop for use at school and at home. This initiative allowed access to technology in every classroom, as needed. Students are exposed to a full range of coursework at the middle school level. At CPS we strive to ease the transition from elementary school and set students up for success as they prepare for high school. At the middle school level we focus as much on teaching students to be students as we do on content. With our improvement goals focused on instruction, intervention, and innovation, CPS had a solid year of growth with exciting plans for the future.

Nantucket High School – submitted by John Buckey, Principal

Nantucket High School graduated its largest class in history with the Class of 2018 – 126 students crossed the stage on June 8, 2018 to be handed their diplomas from School Committee Chairman Dr. Timothy Lepore, Superintendent of Schools Mr. W. Michael Cozort and Principal, Dr. John J. Buckey, who completed a decade leading Nantucket High School. Nantucket Dreamland Executive Director, Mr. Joe Hale served as the graduates' selected commencement speaker along with class Salutatorian, Christianna Roggeveen and Valedictorian, Lucille Bresette. The Nantucket community once again generously supported our graduates with over \$500,000 in local scholarship dollars. The Nantucket Golf Club Foundation named Carter Snell and Deana-Rae Weatherly as their two scholars for 2018.

The 2017-2018 academic year was replete with successes for our Nantucket High School students. We produced impressive results in our Advanced Placement program with eight of our fourteen programs achieving an average score of three. Of particular note were our math and science scores in AP Calculus, Statistics, Biology and Chemistry. Scores in the humanities continued to be strong. Our School to Career Program placed 30 students across our island community. These extended learning opportunities augment the high school experience and provide valuable partnerships with myriad organizations and businesses. We welcomed new staff in English Language Learners – Ms. Johanna Spring and Mr. Devin Durand, Mathematics – Mr. Jon Watts and Ms. Jonelle Gurley, a new Library Media Specialist – Ms. Lori Robbins, Landscaping – Ms. Morgan Raith and a new Athletic Trainer – Mr. Matthew Hunt. Student interest in expanding co-curricular activities saw a surge with the addition of several new clubs, including a game club, a tea club, a meditation club and a ping pong club. Students traveled across the country and around the world with trips to NYC, China and the Galapagos Islands. The Vocational programs expanded and flourished with Criminal Justice, Landscaping, Nursing and Allied Health, Automotive and Carpentry. We were awarded a grant through the Department of Elementary and Secondary Education called Innovation Pathways. The scope of the grant has us partnering with several island institutions including Nantucket Cottage Hospital, UMass Field Station, the Coast Guard and the Egan Maritime Institute.

Nantucket students excelled beyond the classroom as well. Whaler Pride was alive with Nantucket athletics earning varsity league championships in every season. Our new cross country, volleyball and tennis teams made great additions to our already robust athletic offerings. We had student-athletes recognized as MVP's and conference All-stars across all three seasons as well. Perhaps our most interesting athletic development was Martha's Vineyard withdrawing from competition in the annual Island Cup, which was to be played at home here on Nantucket. We have worked hard to see that return to the schedule. On the stage, we enjoyed a wonderful fall drama production under the direction of our new advisor with *The Mousetrap*. The spring musical, *The Music Man*, was also an overwhelming success. We appreciate the partnership our student thespians have with Theater Workshop to participate in their productions. The Accidentals and Naturals dazzled audiences throughout the year, ending with the Masterwork concert in May. The Artist's Association maintained its partnership with our student artists, providing a gallery show, also in May.

Nantucket Community School - submitted by Tracy Roberts

Nantucket Community School offers affordable, high-quality, year-round programs for all ages. We utilize the public school buildings, a downtown campus at 56 Centre Street and various sites and Town fields across the island to offer programs that are responsive to the community's needs and interests. The 2017-18 school year was filled with many opportunities for the Nantucket Community School (NCS) to accomplish our mission of Engaging, Strengthening and Connecting our Community. NCS continues to positively impact the community and work to fill identified gaps and areas of need across the island.

Early Childhood Education (ECE) - Our ECE Programs funded in part by the Coordinated Family and Community Engagement Grant from the Department of Early Education and Care, engaged a growing number of families with young children in our parent education classes, playgroups and family events this year. Moving the Early Childhood Center (ECC) within Nantucket Elementary School has been monumental in creating a space where families can become familiar with the school surroundings and access support from Nantucket Community School and public school all in one location.

Children's and Teen Enrichment - Participation in our many Children's Enrichment programs included DanceWorks (174 dancers), Extended Day (45 children), as well as FUNtastics Gymnastics, Tennis, Art, Science, Fitness, Garden and Culinary Classes. We successfully trained a new Driver's Education instructor who was already working within our school system and is familiar with the students. Enrollment numbers continue to grow in Driver's Education as does the teen participation in Leadership Explorers, facilitated in collaboration with the School's Resource Officers.

ACKventure Summer Programs - We improved upon our existing camp model, and these programs include Day Programming (428 campers), Extended Day Sports (646 campers) and Afternoon Specialty Programs (229 campers). Participation numbers continue to grow at the Jetties Tennis Courts.

Adult Education and Enrichment (Adult Ed) - The Adult Education and Enrichment Department, based at 56 Centre Street, continues to grow and provides programming to support all facets of life on the island. With an enrollment of 602 students in FY 2018, the Adult Education and Enrichment department offered classes in Business and Professional Development, College and Career Readiness, Foreign Language and ESOL, Health and Fitness, and Home and Family programs.

The Nantucket Community Pool (NCP) - NCP Aquatics staff consistently worked hard to balance the needs of our two swim teams and our island wide community members (adults, seniors and families). The pool was filled more than 2/3 of the time during school hours over the course of the year. During this time, they served our 3rd through 12th grade NPS students by providing lifeguard supervision, differentiated swim instruction and enhanced water-based Physical Education instruction. While the community-based youth Learn-to-Swim class participation was lower, classes were full, memberships and drop-in numbers increased overall. Lap time, family swim, Adult and Youth Learn to Swim and Aqua Aerobics classes, continued to flourish throughout the year.

Programming does not happen without the community! During FY 2018, NCS was fortunate to receive grants and donations from ReMain Nantucket, Nantucket Cottage Hospital's Community Health Initiative, The Nantucket Fund™, Tuppancey Harris Foundation, the Nantucket Golf Club Foundation, the Will Brown Scholarship Fund via the Community Foundation for Nantucket and Nantucket Education Trust, as well as, the CFCE Grant. These generous gifts, along with revenue collected via the Community School's low program fees and the yearly Town appropriation, helped to support NCS in our mission and work.

English Language Learners – submitted by Director Kelly Cooney

According to our annual student data report to the state, there are 286 students, or 17% of total enrollment, in our English Learner program, as of October 1, 2018. New in 2018, as mandated by ESSA (Every Student Succeeds Act), Pre-K students who indicate their home language is not English were screened and there are now 24 English Learners in Pre-K. The K-12 student body is made up of students from the United States and thirteen foreign countries: Brazil, Bulgaria, the Dominican Republic, El Salvador,

Guatemala, Honduras, Jamaica, Lithuania, Mexico, Nepal, China, Uzbekistan and Puerto Rico. Our students speak 13 different foreign languages in addition to English. The students and their families contribute to the richness of our community on island.

In addition to our K-12 English Learner students, there are approximately 579 students, or 34% of the student body (some former English Learners, and others who never received ESL) who are bilingual in both English and their native language. Nantucket Public Schools is developing a Seal of Biliteracy for eligible students, both English first and English as a Second Language, who can demonstrate proficiency in two languages. Half of the emergent bilingual students in Nantucket were born in the United States.

Nantucket Public Schools is committed to improving outcomes for culturally and linguistically diverse learners. In our schools, the Sheltered English Immersion (SEI) model is followed in order to ensure English Learners rapidly develop the skills necessary to succeed. SEI consists of two instructional components necessary for the effective instruction of ELs: Sheltered Content Instruction taught by licensed content teachers who are SEI endorsed and English as a Second Language (ESL) taught by ESL licensed teachers. The mission of the English Learner (EL) Program in the Nantucket Public Schools is to provide research-validated, systematic, and sustained language instruction to English learners. It is designed to develop social, instructional, and academic language within the four language domains (speaking, listening, reading, and writing), in conjunction with subject matter content (language arts, mathematics, science, and social studies).

We employ a Director of English Learner Services, who oversees compliance with Massachusetts Department of Elementary and Secondary Education regulations, coaches and evaluates English as a Second Language (ESL) teachers and support staff, facilitates professional development in implementing SEI practices with all staff, facilitates parent outreach and oversees ESL curriculum development. The district also employs a district bilingual Spanish translator/interpreter located in the front office of the high school, and a bilingual Support Specialist. We currently have ten full-time ESL teachers; two each at Nantucket High School and Cyrus Peirce Middle School, three at Nantucket Intermediate School and three at Nantucket Elementary School. Revisions are being made to ESL curriculum in all schools to include strategies set forth in the MA ESE Next Generation ESL guidance. Systems for English Learner education are being assessed and improved upon in preparation for the Coordinated Program Review site visit by the ESE in April 2019 to ensure compliance with state laws and regulations.

EL students performed well on the WIDA ACCESS 2.0 standardized assessment of English proficiency. The median district Student Growth Percentile (SGPA) for all ELs was 63, whereas the state SGPA was 51%. Additionally, 22% of the ELs reached attainment on ACCESS, meaning they can exit the program. The state reports 19% reaching attainment. As demographics continue to change the schools are addressing the needs of our students to ensure social and academic achievement for all.

Special Services – submitted by Director Michele Brady, Ph.D.

The Special Services Department at Nantucket Public Schools oversees the provision of special education services and 504 accommodations for students. Students are eligible for a 504 plan if they have a disability and need accommodations in order to access the curriculum successfully. Students are eligible for special education services through an IEP (Individual Education Program) if they have a documented disability and need specialized instruction and/or related services to make progress. Students are eligible for an IEP between the ages of 3 and 22 years old, or until the student receives a high school diploma.

In order to receive Special Education Services, students must be evaluated to determine initial eligibility and then every three years to re-evaluate the student's eligibility. In addition, occasionally students receive further evaluations to determine their level of progress and or need for a particular service. During the past school year, the Special Services department conducted 95 initial evaluations on students in Pre-Kindergarten to 12th grade to determine Special Education eligibility. This is an increase of 26 initial student evaluations compared to the previous year. Our school psychologists and special education personnel also conducted three-year re-evaluations for 69 students. In sum, there were 164 initial evaluations or re-evaluations completed, in addition to supplemental evaluations to determine service needs.

As of June 1, 2018, the number of Nantucket students on IEPs was 259 representing approximately 15% of our student body. This disability rate is below the state average of approximately 17%. Over 308 Nantucket students received services through an Individualized Education Plan (IEP) at some point during the 2017-2018 school year. This number includes students who were withdrawn or transferred and students who were re-evaluated and found not eligible at some point during the school year. It also includes 18 students who were placed on an initial IEP between May 1, 2018 and June 30, 2018; 17 students who graduated; and nine students who were parentally funded and placed in private schools. Students attending private schools in Nantucket typically received related services only (such as occupational therapy, speech and language therapy or specialized reading instruction). The Department of Elementary and Secondary Education requires that each school district provide services to eligible private school students through a portion of the IDEA grant.

Most students are educated within the Nantucket Public schools. Nine Nantucket students were provided services in residential treatment facilities for at least part of the school year. The number of students attending publicly funded residential schools remained the same as last year.

In addition to students who have Individualized Education Plans, approximately 78 students with disabilities received accommodations in accordance with 504 Accommodation Plans. While most of the accommodations provided to students were classroom accommodations to facilitate learning and provide access to the curriculum, accommodations can also include support to attend school activities, support for personal needs, support for transportation and support to navigate the school buildings.

Nantucket Public Schools is committed to an inclusion philosophy in which children with special needs are integrated into our general education classrooms whenever possible. This approach is not only mandated by the Massachusetts Department of Elementary and Secondary Education, but it also helps our students with disabilities learn social and academic skills along with their peers. As a result, the district implements co-teaching classrooms or "push-in support" so that students are educated within the general education classroom. In co-taught classrooms, a content teacher and a special education teacher work together to instruct all students in the class so that everyone benefits from the blended skills, knowledge and experiences of two highly qualified teachers. The Pathways preschool program provides integrated preschool classrooms where students with disabilities from ages 3 to 5 are taught alongside of their peers.

Nantucket Public Schools provides a continuum of supports and services for special education students. Our system-wide support services include academic classroom support, behavioral classroom support, co-taught classes, specialized instruction in individualized or small group settings, substantially separate programming for students with significant special needs, occupational therapy, speech and language therapy, physical therapy, behavioral consultation, counseling, social skills instruction, early intervention support, extended school year services, evaluations and assessment. We also provide transitional services

for our 18 to 22 year old population, focusing on vocational and life skills. For the fourth year in a row, Nantucket High School students with disabilities participated in the Cape and Islands Special Olympics Spring Field Event. Students competed in team and individual events such as jumping, running, throwing, catching and balancing.

During the 2017-2018 school year, the Department of Special Services provided a range of professional development activities including behavioral and special needs consultation with the Horizons Behavioral Analyst (BCBA) and a consultant from the Integrated Center for Child Development. Nantucket Public Schools also worked with James Levine Associates for social-emotional-behavioral consultation and Landmark Outreach services to provide consultation to teachers in co-teaching and language-based learning disability classrooms.

The district also provided several trainings on de-escalation (QBS), behavior, corrective feedback, confidentiality, writing measurable IEPs, and provided funds for staff to attend such conferences as Registered Behavior Technician (RBT), Wilson Reading, Occupational Therapy, Writing Effective IEPs, Council on Exceptional Children Conference, and Harvard Medical School Mental Health. Special Education staff also attended professional development within their school buildings.

Technology Department – submitted by Director Jenn Erichsen

The Nantucket Public Schools technology department is responsible for all infrastructure, systems, applications, classroom tools, repair and maintenance, coordinating mandated state and federal data collection and reporting, and staff professional development in the use of these systems and applications. There are four primary areas that the district technology department focuses on: Educational Technology; Infrastructure; Professional Development; Data Collection and Reporting.

Educational Technology

The district technology department evaluates resources annually and regularly adds and upgrades classroom technology including SMARTBoards, desktop computers, laptop computers, iPads and Chromebooks. Obsolete equipment is removed from service and recycled. GSuite has become the standard for educational software in the CPS and NHS classrooms. The 1:1 program now includes CPS and NHS, along with Chromebook carts for all classes in NIS. Students in Grades 9-11 received a district provided device and Grade 12 students were placed on a BYOD program. Any Grade 12 student who did not have a personal device was provided with a district device to ensure that all students had access to the required technology tools. MCAS 2.0 was administered to Grades 3-8 on the Chromebooks.

Infrastructure

The district was able to acquire new technology tools in all three schools, as well as the new Intermediate School which has Chromebooks for students in every classroom. Every student at CPS has been issued a device which they use at school and can bring home to complete classroom assignments. NHS also has one-to-one computing through Chromebooks in grades 9-11 and seniors bring in their own devices. This brings our Chromebook total in the district to 980 and we also have over 200 desktop computers Districtwide. 25 iMacs were purchased for the art program at NHS. We also have interactive Whiteboards in almost every classroom across the district. All of this technology is supported by four technicians and a Database Specialist.

The district was awarded ERATE funding to upgrade Access Points throughout all schools. Internet bandwidth remains 300Mbps also using ERATE funding.

Professional Development

The focus for professional development continues to be high quality training for using technology in the classroom. Sessions continued to be offered for the SMARTBoard interactive whiteboards, SchoolCenter website development, Kurzweil and Google Apps for Education. More emphasis was placed on school and peer led technology professional development and working sessions during EWD and planning time.

Department of Education (DESE) Data Collection

The technology department coordinates state data collection efforts, provides professional development to data entry staff and maintains the software and hardware necessary to perform these tasks. DESE data collection for student demographic, staff and teacher highly qualified and course catalog data is performed in October, March and June of each school year.

Nantucket Public Schools Facilities Department – submitted by Director Diane O’Neil

FY 2018 was a very productive year for NPS Facilities and Grounds. We continued to work on and completed the new Intermediate School, moved all class rooms and offices and opened in September. It was a huge accomplishment for everyone involved. It is a beautiful facility and one that will take us far into the future.

The new building was not our only priority. Other projects that were completed in the 2017-2018 fiscal year included: at NES, we removed both Modular Buildings and donated them to the Town for their future use; we did a summer-long project upgrading the HVAC system and computer program that runs it; we painted all of the interior hallways giving a fresh new look and we had the clapboard and gutters replaced on the exterior. At NIS, we completed all of the work on the building and the grounds. At CPS, we painted the remainder of the hallways, replaced the lockers in the main hallway and replaced some of the classroom floors with VCT tile. At NHS we replaced exterior doors at the pool entrance, the Vocational wing doors and the ramp door; we replaced the seating in the Auditorium upper level and epoxied the floor; we removed all of the glass in the gym and replaced it with safety padding; replaced all of the windows in the Hall of the Whale; and replaced the Auditorium stage lighting. Central Office/Grounds: we paved and striped the back parking lots of NHS/CPS; we upgraded our security system campus-wide and added some additional cameras; we upgraded all of our fire alarm systems to wireless; we did many upgrades to the Surfside Road house; and we had the Backus Lane storage building designed and HDC approved.

The Facilities and Grounds staff works very hard to maintain all existing School facilities. The staff does a remarkable job juggling cleaning, moving, mowing, fertilizing schedules around afterschool programs, sports, summer school programs and camps. Safety and security of the school buildings and grounds remains a top priority for us; we pay close attention to policies set in place to make our schools a safer place for students and staff.

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The Nantucket Public Schools have improved each and every year, thanks to an accomplished administration, a dedicated faculty, supportive parents and students who strive to excel. We are committed to creating a system that continues to get better. We have sustained our commitment to our facilities, expanded our programming for all students and provided meaningful professional development for our faculty. In short, we are raising the standards for every student, parent and staff member. As educators, we know that this cannot be accomplished without the involvement and commitment of parents and the

community-at-large. We thank you for the opportunity to be a part of the exciting changes taking place in our district and look forward to working with you toward our goal of continuous improvement.

As this year winds down, and my tenure in the Nantucket Public Schools reaches the end, I would be remiss not to take this opportunity to thank the students, staff, administration, parents and community for the wonderful support I have received. Being your Superintendent has come with its challenges, but the rewards have been far greater! Yes, exploding enrollment has required new facilities and improvements to old ones. Yes, the demographic changes have required new programs for English Language Learners and increases in staffing. Yes, social media has caused greater scrutiny and a platform for misinformation to be shared. And yes, student and family well-being concerns have required us to assume a greater role in the raising of our children and the provision of more mental health supports than ever before. All of that is true, but it is also true that when we work collaboratively, as we have, we can create a beautiful tapestry with a diversity that reflects our world today and better prepares our students for the world they will inherit.

I love our students and love the Nantucket community, and Martha and I will continue to live on this beautiful island. Thank you for letting us join the school and greater community. Go Whalers!

Respectfully submitted,

W. Michael Cozort  
Superintendent of the Nantucket Public Schools



## COUNTY REPORT

### REGISTRY OF DEEDS

The Registry of Deeds is a recording office and research library for land transactions in Nantucket County. Instruments recorded in this office include deeds, mortgages, easements, liens and subdivision plans. The public has access to all recorded land records dating back to 1659.

Our offices are located in the Town and County Building at 16 Broad Street. The recording office is open from 8:00 AM to 12:00 PM and from 1:00 PM to 3:45 PM. The two research offices are open from 8:00 AM to 4:00 PM.

Our statistical report for fiscal year 2018 is as follows:

- The total number of instruments recorded was 7,433
- The total revenues received and disbursed was \$6,105,016.04

#### Revenues disbursed to the County were as follows:

|                                |                     |
|--------------------------------|---------------------|
| Recording fees and copies      | \$178,094.00        |
| Interest                       | 0                   |
| Minus bank charges             |                     |
| Other monies                   | 0                   |
| Deeds Excise Fund <sup>1</sup> | 820,236.64          |
| <b>Total</b>                   | <b>\$998,330.64</b> |

#### Revenues disbursed to the state were as follows:

|                                   |                       |
|-----------------------------------|-----------------------|
| Deeds Excise <sup>2</sup>         | \$4,546,696.40        |
| CPA Surcharge <sup>3</sup>        | 142,190.00            |
| Technology Fee <sup>4</sup>       | 38,615.00             |
| State Recording Fees <sup>5</sup> | 379,184.00            |
| <b>Total</b>                      | <b>\$5,106,685.40</b> |

Our total number of instruments recorded decreased 1 1/2% from last fiscal year. Our total revenues from recording fees decreased 4% from last fiscal year. Our total revenues from Deeds Excise increased 22% from last fiscal year. (See superscript 2 below for definition of Deeds Excise).

<sup>1</sup>As a result of the state takeover of the County sheriff's office, beginning January 1, 2010 the Deeds Excise Fund is 10.625 % of total deeds excise revenue, divided as follows: County General Fund receives 60% and Registry of Deeds receives 40%. An additional 30.552% of total deeds excise, up to \$250,000 per fiscal year, is collected and dedicated to pay down the debt of the Public Safety Facility.

<sup>2</sup>Deeds Excise is excise tax paid on the consideration of deeds and other instruments that transfer interest in property. As of January 1, 2010 the state Department of Revenue receives 89.365% and the County Deeds Excise Fund receives 10.625% (see above).

<sup>3</sup>The Massachusetts Community Preservation Act has both local and state funding components. A portion of the state funding is collected by the Registry of Deeds and consists of a \$20 surcharge on filing fees. The state Department of Revenue receives these funds. These surcharges help pay for the acquisition, creation and preservation of open space for recreational use, the acquisition and preservation of historic places and the creation, preservation and support of community housing.

<sup>4</sup>Chapter 4 of the Acts of 2003 created the Technology Fund. The \$5 technology fee is charged on all filing fees. The state Department of Revenue receives this fee, which is to be used by the Registries for technology advances. The Technology Fund has been extended through June 30, 2020.

<sup>5</sup>Chapter 4 of the Acts of 2003 also raised the recording fees. The State Department of Revenue receives all the increased fees. These fees were generated to help raise revenue for the Commonwealth.

Our current staff consists of Register Jennifer H. Ferreira, Assistant Register Kimberly A. Beamish and Administrative Assistant Amanda Furtado.

Respectfully submitted,

Jennifer H. Ferreira  
Register of Deeds



## ***TOWN AND COUNTY BOARD/COMMITTEE/COMMISSION REPORTS***

### ***ABATEMENT ADVISORY COMMITTEE***

The three-member Abatement Advisory Committee meets monthly during the year and as required by the Tax Assessor during the tax-billing season.

During the fiscal year 2018 the Committee was able to assist the Assessor in the timely review and disposition of 193 real property abatement applications.

Respectfully submitted,

Judith A. Moran  
Chairwoman

### ***ADVISORY COMMITTEE OF NON-VOTING TAXPAYERS***

Five meetings of the Advisory Committee of Non-Voting Taxpayers (ACNVT) were held during FY 2018.

As voted at the June 23, 2018 meeting, a letter was sent to the Select Board requesting that the Town bylaw quorum requirement for ACNVT be changed to call for a majority of members actually serving. The current quorum is eight, a majority of the potential 15 members. Such change would appropriately be made at the 2019 Annual Town Meeting. This bylaw amendment would reflect the reality for ACNVT and facilitate its meeting organizational requirements.

During this fiscal year ACNVT members heard from Nantucket officials, Select persons, Town support agencies, and individuals with particular interests involving Nantucket's wellbeing.

Town Manager Libby Gibson presented a detailed description of issues and decisions her office is facing.

Robert McNeil, DPW Director, updated members on issues with the landfill, solid waste and wastewater disposal. He spoke of the impact of runoff on harbor pollution.

Tucker Holland, Housing Specialist, updated the committee on the status of 6 Fairgrounds Road and Sachem's Path and the requirements and schedule for meeting the state's affordable housing laws.

Don Green, ACNVT Chair, made a commitment to report on Nantucket employee's health insurance costs. His report was presented at the September 2, 2017 meeting.

Tom Rafter, Airport Manager, updated the committee on issues related to maintaining service and safety concerns at the Nantucket Airport. He undertook improvement of accommodations for passengers in the TSA waiting room and for pre-screened passengers.

ACNVT Members showed their interest, concerns, and appreciation by asking questions and thanking the presenters for their time and efforts to meet daily challenges, keeping Nantucket a treasured resource.

Respectfully submitted,

Donald Green  
Chair

|                                   |
|-----------------------------------|
| <b><i>CEMETERY COMMISSION</i></b> |
|-----------------------------------|

|                                       |      |
|---------------------------------------|------|
| Allen B. Reinhard, Chairman           | 2020 |
| Lee Saperstein, Secretary             | 2021 |
| Barbara White                         | 2019 |
| Scott McIver                          | 2020 |
| Fran Karttunen                        | 2021 |
| Robert McNeil, Cemetery Administrator |      |

The purpose of the Nantucket Cemetery Commission is to provide for the maintenance, in perpetuity, of the grounds and monuments in all of the cemeteries controlled by the Town of Nantucket, to provide complete and accurate records of those buried in Town controlled cemeteries, and to develop and maintain record keeping procedures, systems, and regulations in order to assure the respectful committal of human remains on Nantucket. Cemeteries controlled by the Town are: Founders Burial Ground, the Historic Coloured Cemetery, Miacomet Burial Ground, New North, Newtown, Old North, Polpis and Quaker Cemeteries and Quaise Asylum Burial Ground.

The Commission's work at Newtown Cemetery continued with additional ground penetrating radar to determine cemetery boundaries and locate additional space for full casket burials. Based on survey results, we have requested the Select Board designate the Sparks Avenue lots between the high school and the auto body shop as Newtown Cemetery in keeping with historical records.

The Commission received approval from April 2018 Town Meeting to pursue a land swap at Polpis Cemetery with an abutting property owner to clear an encroachment issue with the landowner and provide useful upland land for potential future expansion. Negotiations will take place during fiscal 2019. We also installed a granite bench at Polpis and made plans to improve access to the cemetery. We have sold 51 of the 132 lots laid out so far at Polpis by the end of FY 2018.

Other work includes refining and updating the forms, regulations and procedures for recording lot sales and rates for services and developing a Cemetery Improvement plan for each of the nine Town cemeteries. We are developing a Monument Restoration project using CPA grant funds that will result in restoring broken and damaged monuments in each of the cemeteries. A long-range project is to survey and record the bounds of each cemetery and map the location of lots and develop a computerized data base locating burial sites and information for each lot in each cemetery. Minutes of our meetings are located on the Cemetery Commission's site on the Town website.

Respectfully submitted,



Allen B. Reinhard  
Chairman

## **COMMISSION ON DISABILITY**

The Nantucket Commission on Disability represents and advocates for the needs and interests of Nantucket's residents and visitors who have a disability. It is the goal of this Commission for everyone to fully integrate and participate in the Nantucket Community. "Access for All" is our Commission's objective. The Commission worked to accomplish the following goals in the fiscal year 2018:

- Continued to work with the Town to improve access on the sidewalks, crosswalks, and intersections throughout downtown and the surrounding areas.
- Continuation of the Disabled Parking Permit Program for Nantucket residents who have a disability.
- Continue to communicate with Island businesses to raise accessibility awareness and help them to improve access in their buildings.
- Work with the Building Department to ensure accessibility compliance of newly constructed and renovated commercial structures.
- Periodically provide information on services and products that may be helpful to the Nantucket population who have a disability.
- Purchased portable ramps for visitors using a wheelchair to borrow while they are renting a Nantucket home. Most rental homes are not wheelchair accessible and these ten-foot, eight-foot, and threshold ramps allow visitors who use a wheelchair to more easily access their Nantucket vacation home. We also loan these ramps to residents who use a wheelchair because of a temporary disability.
- Invited Jonathan O'Dell with the Massachusetts Commission for the Deaf and Hard of Hearing to Nantucket to educate our community on the technology available to assist with hearing loss.

The Commission has set several priorities for fiscal year 2019. The Commission will continue to further the community's awareness of accessibility concerns and strive to improve day-to-day living for the population on Nantucket who have a disability. In addition to continuing our past objectives, the Commission hopes to accomplish the following:

- Continue to help educate the Island's building industry regarding accessibility concerns.
- Work with the Island's preservation groups to create more outdoor, accessible recreational areas.
- Apply for a Massachusetts Office on Disability Municipal grant to create access at our downtown beaches and Jetties' playground.
- Apply for available grants to help create better access throughout our island.

Respectively submitted,

Milton C. Rowland  
Chairman

## COMMUNITY PRESERVATION COMMITTEE

In September 2000, the Commonwealth of Massachusetts enacted the Massachusetts Community Preservation Act (CPA). The CPA is the enabling statute that provides the authority for communities to establish a local Community Preservation Fund that derives its revenue primarily from a surcharge of up to 3% of the community's local property tax. In April 2001, Nantucket became one of the first communities to adopt this act. This landmark statute provides cities and towns with an additional tool to preserve open space, preserve historic buildings and sites and provide affordable housing. At least 30% of the annual receipts are dedicated with 10% going to each category and the remaining 70% dedicated for one or more of these purposes in accordance with local priorities. The Act also establishes a statewide Community Preservation Trust Fund drawn from a surcharge on most filings at the Registry of Deeds and land filings at the Land Court. These surcharges provide matching funds to communities and increase the dollars that can be spent on community preservation.

The Nantucket Community Preservation Committee makes recommendations to Town Meeting for the acquisition, creation and preservation of open space, and recreational use, the acquisition and preservation of historic resources, the creation, preservation and support of affordable housing for the community, the rehabilitation or restoration of such open space, historic resources, land for recreational use and community housing that is acquired or created. Since inception, more than \$43 million in CPA funding has been awarded to various Nantucket initiatives which have fallen more or less equally within the three areas of focus of the CPA as follows: 38% for affordable housing, 38% for historic preservation and 20% for open space and recreation. 4% was used for administration purposes.

In fiscal year 2018, the CPC reviewed, assessed and ranked 19 applications for CPA funding for fiscal year 2019. Funding for 19 projects, totaling \$2,543,003 was approved by the citizens of Nantucket at the 2018 Annual Town meeting as follows:

| Purpose                                                                                                                                                      | Amount    |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|
| <b>Historic Preservation</b>                                                                                                                                 |           |
| <b>American Legion Post 82</b><br>Third phase of conservation and restoration; exterior brick wall at rear of building                                       | \$96,842  |
| <b>HallKeen Management</b><br>Restoration of the west facade windows in Academy Hill Apartment building                                                      | \$200,000 |
| <b>Museum of African American History</b><br>Sixth phase of restoration; cottage visitor center, garage educational center and kitchen linoleum reproduction | \$241,000 |
| <b>Nantucket Historical Association</b><br>Restoration of the slate roof and exterior masonry and windows of the Thomas Macy warehouse                       | \$150,000 |
| <b>Nantucket Housing Authority</b><br>Restoration of roof, shakes, doors and windows to preserve the building                                                |           |

|                                                                                                                                                                                                                     |                    |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|
| from injury, harm or destruction                                                                                                                                                                                    | \$90,414           |
| <b>Nantucket Atheneum</b><br>Second phase, conservation of three historic paintings                                                                                                                                 | \$19,800           |
| <b>Nantucket Island School of Design &amp; the Arts</b><br>Preservation and restoration of the Long Barn                                                                                                            | \$158,597          |
| <b>South Church Preservation Fund</b><br>Restoration of historic glass in windows                                                                                                                                   | \$45,000           |
| <b>St. Paul's Church</b><br>Restoration of Bell Tower                                                                                                                                                               | \$100,000          |
| <b>The Homestead</b><br>Restoration of the roof                                                                                                                                                                     | \$44,000           |
| <b>Two Center Street Restoration Project, Inc.</b><br>Fabricate, paint and install doors in Sanctuary                                                                                                               | \$17,500           |
|                                                                                                                                                                                                                     |                    |
| <b>Sub-total</b>                                                                                                                                                                                                    | <b>\$1,163,153</b> |
|                                                                                                                                                                                                                     |                    |
| <b>All the funds to be used in this category are from the Community Preservation surcharge, interest and the State matching funds.</b>                                                                              |                    |
|                                                                                                                                                                                                                     |                    |
| <b><u>Community Housing</u></b>                                                                                                                                                                                     |                    |
|                                                                                                                                                                                                                     |                    |
| <b>Habitat for Humanity Nantucket Inc.</b><br>Construct additional houses at Waitt Drive                                                                                                                            | \$200,000          |
| <b>Nantucket Affordable Housing Trust Fund</b><br>Allocation to the fund subject to the fund obtaining approval from the CPC commissioners of the particular project for affordable housing                         | \$400,000          |
| <b>Nantucket Interfaith Council</b><br>Housing and rental assistance program                                                                                                                                        | \$125,000          |
| <b>Town of Nantucket</b><br>Funds to pay the interest and principal of the Bond authorized at the 2015 Nantucket Town Meeting for the balance of the infrastructure at the Sachem's Path affordable housing complex | \$112,000          |
|                                                                                                                                                                                                                     |                    |
| <b>Sub-total</b>                                                                                                                                                                                                    | <b>\$837,000</b>   |
|                                                                                                                                                                                                                     |                    |
| <b>All of the funds utilized in this category are from the Community Preservation surcharge, interest and the State matching funds.</b>                                                                             |                    |
|                                                                                                                                                                                                                     |                    |
| <b><u>Open Space Conservation/Recreation</u></b>                                                                                                                                                                    |                    |
|                                                                                                                                                                                                                     |                    |
| <b>Town of Nantucket</b><br>Funds to pay the interest and principal of the Bond authorized at the 2012 Nantucket Town Meeting for the creation of an artificial turf playing field at Nobadeer Farm Road.           | \$125,000          |
| <b>Linda Loring Foundation</b><br>Development and installation of all person interpretive trails                                                                                                                    | \$12,600           |

|                                                                                                                                                                                                                                 |                           |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------|
| <b>Maria Mitchell Association</b><br>Funding for the design and engineering phase of a new fully accessible, socially inclusive outdoor play space with a unique focus on Science, Technology Engineering, Art and Math (STEAM) | \$49,500                  |
| <b>Nantucket Platform Tennis Association</b><br>Creation of 4 pickle ball courts on Land bank property on Hinsdale Road                                                                                                         | \$200,000                 |
| <b>Sustainable Nantucket Community Farm Institute, phase 2</b><br>Funds for outdoor classroom structure, educational workshops and site manager for farming                                                                     | \$35,750                  |
|                                                                                                                                                                                                                                 |                           |
| <b>Sub-total</b>                                                                                                                                                                                                                | <b>\$422,850</b>          |
|                                                                                                                                                                                                                                 |                           |
| \$65,203 of the funds utilized in this category is from the Open Space reserves with the balance of the funds to be used in this category from the Community Preservation surcharge, interest and the State matching funds.     |                           |
|                                                                                                                                                                                                                                 |                           |
| <b><u>Administrative</u></b>                                                                                                                                                                                                    |                           |
|                                                                                                                                                                                                                                 |                           |
| <b>Community Preservation Committee</b><br>Administrative and operating expenses                                                                                                                                                | \$120,000                 |
|                                                                                                                                                                                                                                 |                           |
| <b>Sub-total</b>                                                                                                                                                                                                                | <b>\$120,000</b>          |
|                                                                                                                                                                                                                                 |                           |
| All of the funds to be used in this category are from the Community Preservation surcharge, interest and the State matching funds.                                                                                              |                           |
|                                                                                                                                                                                                                                 |                           |
| <b><u>TOTAL</u></b>                                                                                                                                                                                                             | <b><u>\$2,543,003</u></b> |
|                                                                                                                                                                                                                                 |                           |
| All amounts to be appropriated from the following sources:                                                                                                                                                                      |                           |
|                                                                                                                                                                                                                                 |                           |
| <b>SOURCES</b>                                                                                                                                                                                                                  | <b>AMOUNT</b>             |
|                                                                                                                                                                                                                                 |                           |
| Raised and appropriated from FY 2018 Community Preservation Surcharge                                                                                                                                                           | \$2,252,000               |
|                                                                                                                                                                                                                                 |                           |
| From State matching funds for FY 2017, to be received in 2018                                                                                                                                                                   | \$212,800                 |
|                                                                                                                                                                                                                                 |                           |
| From Interest                                                                                                                                                                                                                   | \$13,000                  |
|                                                                                                                                                                                                                                 |                           |
| From Designated Reserves for Open Space                                                                                                                                                                                         | \$65,203                  |
|                                                                                                                                                                                                                                 |                           |
| <b><u>Total Revenues</u></b>                                                                                                                                                                                                    | <b><u>\$2,543,003</u></b> |

For fiscal year 2019 Community Preservation Purposes with each item considered a separate appropriation to be spent by the Community Preservation Committee.

Provided however, that the above expenditures may be conditional on the recording of appropriate historic preservation restrictions for historic resources, open space restrictions for open space resources, recreational restrictions for recreational resources and for affordable housing restrictions for community housing; running in favor of an entity authorized by the Commonwealth to hold such restrictions for such expenditures; meeting the requirements of Chapter 184 of the General Laws pursuant to Section 12 of the Community Preservation Act.

Respectfully submitted,

Kenneth Beaugrand  
Chairman

### ***NANTUCKET CULTURAL COUNCIL***

The Nantucket Cultural Council is part of a network of 329 Local Cultural Councils (LCC) serving all 351 cities and towns in the Commonwealth. The LCC Program is the largest grassroots cultural funding network in the nation, supporting thousands of community-based projects in the arts, sciences, and humanities every year. The state legislature provides an annual appropriation to the Massachusetts Cultural Council, a state agency, which then allocates funds to each community.

#### **Our Mission:**

"...to connect people and places in creative, dynamic, and exciting ways, that help strengthen the social fiber of our community, and improve the quality of life."

Our grants for FY 2018, (\$4,400), were proposed by and awarded to four (4) local organizations whose projects focused on the arts, provided local venues and targeted a diverse cross-section of our community:

|                                   |                                                    |         |
|-----------------------------------|----------------------------------------------------|---------|
| Artist's Association of Nantucket | Senior Citizen Art Exhibit 2018                    | \$1,225 |
| Maria Mitchell Association        | "A Passion for Birds"                              | \$1,175 |
| Nantucket Dreamland Foundation    | Children's Theater's production of "Dr. Doolittle" | \$1,000 |
| Theatre Workshop of Nantucket     | "Laugh Lines"                                      | \$1,000 |

The Council is comprised of 7 members appointed by the Select Board as follows:

|                   |          |      |
|-------------------|----------|------|
| John Belash       |          | 2020 |
| Ann L. Bissinger  | Co-chair | 2019 |
| Justin Cerne      |          | 2019 |
| Jordana Fleischut | Co-chair | 2019 |
| John McDermott    |          | 2021 |
| John R. Wagley    |          | 2021 |
| Emma Young        |          | 2020 |

Respectfully submitted,

Ann L. Bissinger

Secretary

#### **HARBOR AND SHELLFISH ADVISORY BOARD**

Established in 1976 by an act of the Massachusetts Legislature, the Harbor and Shellfish Advisory Board (HSAB) is a seven-member elected board whose mission is to make recommendations to the Nantucket Select Board of said town of persons to be appointed to the position of Harbor Master and Shellfish Warden. The Board shall recommend and advise the Select Board concerning the duties and responsibilities of the Harbor Master and Shellfish Warden, and the Board shall have other duties and responsibilities as may be necessary for the proper use and management of the water and shellfish of the Town of Nantucket.

During fiscal year 2018, HSAB continued to flesh out and explore several ideas for protecting Nantucket's harbors while enhancing the island's shellfisheries. Chief among these efforts is environmentally-friendly moorings with tackle that does not drag the bottom of the harbors and damage eelgrass beds. A pilot project to test these moorings was put off until at least the 2019 boating season.

HSAB recommended and the Select Board agreed — with Massachusetts Division of Marine Fisheries' approval — to extend the 2017-2018 commercial scallop season by two weeks to compensate fishermen for the loss of fishing days due to inclement weather and harbor sewage discharge. Our Board worked at advocating for more frequent hazardous waste collection at the landfill and containment solutions at job sites.

HSAB also continued to push for and support maintenance dredging of various parts of Nantucket and Madaket harbors, specifically, the Polpis Harbor channel. And we generated a concept for fostering a commercial fishing curriculum at Nantucket High School. HSAB had an informational table staffed with Board members in the Brant Point Shellfish Hatchery during the Maritime Festival on September 30, 2017 and we kept the conversation going on finding suitable harbor locations for an emergency-only public boat ramp.

As always, in HSAB's ongoing efforts to enrich use of the harbors, our Board continued to support the efforts of the Natural Resources and Marine departments, and the Town's assistant shellfish biologist, Leah Cabral, in their pilot oyster reef project at Shimmo Creek.

At the 2018 Nantucket Town Election, voters re-elected Andrew G. Lowell to serve his second three-year term and chose newcomer Virginia Andrews to replace the outgoing Kenneth Gullicksen, who served one three-year term. Shortly after the election, HSAB elected Mr. Lowell to continue serving as chairman, Frederick McClure as vice chairman and Peter Brace as secretary.

Respectfully submitted,

Peter B. Brace  
Secretary

## ROADS AND RIGHT OF WAY COMMITTEE

|                                             |      |
|---------------------------------------------|------|
| Allen B. Reinhard, Chairman                 | 2019 |
| Leslie Forbes, Vice Chairman                | 2021 |
| Lee Saperstein, Secretary                   | 2020 |
| Nat Lowell                                  | 2020 |
| Bert Ryder                                  | 2020 |
| John Stackpole                              | 2018 |
| Nelson Eldridge                             | 2021 |
| Stephen Welch                               | 2019 |
| Rick Atherton                               | 2019 |
| Andrew Vorce, Planning Director, ex officio |      |
| Rob McNeil, DPW Director, ex officio        |      |

The purpose of the Roads and Right of Way Committee is to review any issues concerning the status of access over public and private roads, rights of way, abutters ways, proprietor's roads, and footpaths throughout Nantucket County, and to make recommendations to the Select Board and County Commissioners to ensure and improve public access over them. Our vision is to preserve access to Nantucket's public and private lands, including our harbors, coastline, ponds, moors, conservation lands and historical sites in order to protect public access on Nantucket for our current and future citizens.

During FY 2018, the Committee addressed the following issues. We installed seven additional granite public way monuments between Baxter Road and the Sconset Footpath and along Hulbert Avenue to mark public ways to the beach. We sought guaranteed access to the Historic Coloured Cemetery during and after construction of the new hospital.

We advocated for sidewalk improvements in the downtown core district and worked with planners for solutions and alternatives to the missing sidewalks along Prospect Street, Cliff Road and Pleasant Street. We proposed and supported the Town in creating an easement from Monahasset to the beach at Surfside as well as working with Transportation Planner Mike Burns to create bicycle and pedestrian connections and improvements in the downtown and mid-island areas.

Other projects include development of a harbor walk between town and the rotary, updating the potential taking list of private roads, monitoring Chapter 91 licensing guaranteeing public access to waterfront properties, and developing a Nantucket Greenway system of island-wide trails and marking sections of the Nantucket Railway routes.

Detailed minutes of our meetings are available on the Roads and Right of Way webpage.

Respectfully submitted

Allen B. Reinhard  
Chairman

## SCHOLARSHIP COMMITTEE

The Town of Nantucket Scholarship Fund is supported by the contributions of generous taxpayers who contribute to the fund. Typically, the fund receives between \$7,000 and \$12,000, annually. The number and amount of awards are based on donations received in a fiscal year. There are many well qualified and deserving candidates, and a difficult decision must be made as to whom the scholarships will be awarded to.

For the seventh year in a row, we have the good fortune to receive a generous donation from the Nantucket Triathlon LLC enabling the committee to award more and larger scholarships.

The Committee would like to thank all the donors who contributed to the Town of Nantucket Scholarship Fund and made these scholarships possible. Donations to the fund may be made at any time through the Tax Collector's Office and the Committee would encourage all to participate.

The following scholarships were awarded with fiscal year 2018 funding:

|                    |                                                        |            |
|--------------------|--------------------------------------------------------|------------|
| Darian Almodobar   | Landmark College                                       | \$2,000.00 |
| Derona Beckford    | Anna Maria College                                     | \$2,000.00 |
| Katherine Blasi    | University of Massachusetts Boston                     | \$1,000.00 |
| Ericson Bonilla    | Wentworth Institute of Technology                      | \$1,000.00 |
| Kate Daniels       | University of Vermont                                  | \$2,000.00 |
| Nathaniel Davidson | University of Massachusetts Amherst                    | \$2,000.00 |
| Kezia Duarte       | Quinnipiac University                                  | \$2,000.00 |
| Diego Echeverria   | Roger Williams University                              | \$1,000.00 |
| Caitlyn Gingras    | Bridgewater State University                           | \$1,000.00 |
| Samantha Gray      | University of Massachusetts Amherst                    | \$2,000.00 |
| Lianna Harrington  | Bowdoin College                                        | \$2,000.00 |
| Jack Holdgate      | Union College                                          | \$1,000.00 |
| Brooke Holdgate    | Bentley University                                     | \$2,000.00 |
| Kayla Hudzik       | Lynn University                                        | \$1,000.00 |
| Leah Hull          | Marymount Manhattan College                            | \$2,000.00 |
| Nora MacLellan     | University of Massachusetts Amherst                    | \$2,000.00 |
| Kimal McCarthy     | Northeastern University                                | \$1,000.00 |
| Kayla McGrady      | Anna Maria College                                     | \$2,000.00 |
| Angela Muhler      | Emmanuel College                                       | \$1,000.00 |
| Lia Newman         | Northeastern University School of Law                  | \$1,000.00 |
| Jake Pearl         | Bucknell University                                    | \$2,000.00 |
| Isabelle Roberts   | Assumption College                                     | \$2,000.00 |
| Elizabeth Skokan   | Johns Hopkins School of Advanced International Studies | \$1,000.00 |
| Raheem Smith       | Bridgewater State University                           | \$2,000.00 |
| Daniel Surprenant  | Bentley University                                     | \$2,000.00 |



|              |                      |            |
|--------------|----------------------|------------|
| Emily Sylvia | Newcastle University | \$1,000.00 |
|--------------|----------------------|------------|

Respectfully submitted,

Kristie L. Ferrantella  
Chairman

### ***VISITOR SERVICES ADVISORY COMMITTEE***

The Visitor Services Advisory Committee met monthly to hear and discuss reports from the Director of Culture and Tourism and the Visitor Services Coordinator. Those reports include visitor inquiry statistics, updates on Department activities such as the Tour of Lights, Fourth of July, Children's Beach activity planning, and the Nantucket Cultural District, as well as revisions to the Travel and Lodging brochure.

In 2017-2018, several of our monthly meetings featured a guest speaker and we were delighted to meet with the president of the Nantucket Lodging Association, the Airport Manager, the Town's representative to the Steamship Authority, the executive directors of the Maria Mitchell Association and the Nantucket Historical Association, and Police Chief William Pittman. These meetings provided an opportunity to ask questions directly related to the visitor experience and to gain a greater understanding of how these agencies and organizations support tourism.

Respectfully submitted,

Diane Reis Flaherty  
Chair



## COMPENSATION REPORTS

The following amounts represent gross compensation for full and part-time employees of the Town and County for calendar year 2018. The figures include regular pay and gross income. Certification pay, educational benefits, longevity, overtime, holidays, holidays worked, fire call and ambulance/EMT pay, stipends and merit pay have been separated out. Third party detail has also been separated out and is paid by a third party, not the Town.

| EMPLOYEE NAME             | DEPARTMENT | GROSS<br>WAGE | REGULAR<br>WAGE | CERT<br>EDUC | LONGEVITY | OVERTIME | HOLIDAY<br>WORKED | 3rd PARTY<br>DETAIL | FIRE CALL<br>AMB EMT | STIPEND<br>COACHING | WWCO<br>MERIT PAY | OTHER<br>PAY* |
|---------------------------|------------|---------------|-----------------|--------------|-----------|----------|-------------------|---------------------|----------------------|---------------------|-------------------|---------------|
| ALLEN, GARRETT            | AIRPORT    | 91,874        | 82,533          | 0            | 3,389     | 3,521    | 462               | 0                   | 0                    | 0                   | 0                 | 1,968         |
| ALLEN, MARCUS             | AIRPORT    | 6,541         | 6,156           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 385           |
| ALLEN, MICHELLE           | AIRPORT    | 57,721        | 50,878          | 0            | 0         | 1,475    | 2,245             | 0                   | 0                    | 0                   | 0                 | 3,124         |
| BEAMISH, JEFFREY          | AIRPORT    | 49,268        | 47,514          | 0            | 0         | 1,354    | 0                 | 0                   | 0                    | 0                   | 0                 | 400           |
| BROWN, JUNIOR             | AIRPORT    | 14,910        | 13,256          | 0            | 0         | 834      | 0                 | 0                   | 0                    | 0                   | 0                 | 820           |
| BUCKLEY, BLAINE           | AIRPORT    | 117,413       | 99,579          | 0            | 4,157     | 8,641    | 2,169             | 0                   | 0                    | 0                   | 0                 | 2,866         |
| BULTRON, SILVIO           | AIRPORT    | 3,396         | 3,396           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| CROOKS, DEBRA             | AIRPORT    | 111,767       | 105,393         | 0            | 4,204     | 1,464    | 705               | 0                   | 0                    | 0                   | 0                 | 0             |
| DE LA TORRE, RICARDO      | AIRPORT    | 17,185        | 13,744          | 0            | 0         | 2,478    | 0                 | 0                   | 0                    | 0                   | 0                 | 963           |
| EDWARDS, BASIL            | AIRPORT    | 57,189        | 44,673          | 0            | 0         | 2,253    | 1,743             | 0                   | 0                    | 0                   | 0                 | 8,520         |
| FALCONER, ADDISON         | AIRPORT    | 89,849        | 77,040          | 0            | 2,456     | 5,786    | 1,914             | 0                   | 0                    | 0                   | 0                 | 2,653         |
| FERREYRA, ADRIANA         | AIRPORT    | 5,478         | 5,156           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 322           |
| FOWLER, PETER             | AIRPORT    | 83,888        | 77,906          | 0            | 3,155     | 375      | 0                 | 0                   | 0                    | 0                   | 0                 | 2,453         |
| GRANGRADE, JOHN           | AIRPORT    | 114,278       | 102,259         | 0            | 5,052     | 4,210    | 0                 | 384                 | 630                  | 0                   | 0                 | 1,744         |
| HARIMON, PRESTON          | AIRPORT    | 133,872       | 106,839         | 0            | 3,417     | 16,140   | 5,118             | 0                   | 383                  | 0                   | 0                 | 1,975         |
| HEINTZ, LEISA             | AIRPORT    | 89,192        | 81,869          | 0            | 3,374     | 1,032    | 798               | 0                   | 0                    | 0                   | 0                 | 2,120         |
| HOLDGATE, ROBERT          | AIRPORT    | 87,451        | 79,863          | 0            | 3,301     | 1,966    | 0                 | 0                   | 0                    | 0                   | 0                 | 2,321         |
| JOHNSON, CLEMENT          | AIRPORT    | 52,066        | 50,184          | 0            | 0         | 796      | 599               | 0                   | 0                    | 0                   | 0                 | 487           |
| JOHNSON, DAWN             | AIRPORT    | 932           | 932             | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| JOWERY, LOREEN            | AIRPORT    | 184           | 184             | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| KARBERG, NOAH             | AIRPORT    | 97,332        | 95,454          | 0            | 1,878     | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| KESSELI, BRITTANY         | AIRPORT    | 500           | 500             | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| LIBURD, LEONARD           | AIRPORT    | 92,080        | 80,430          | 0            | 4,311     | 1,720    | 4,285             | 0                   | 0                    | 0                   | 0                 | 1,334         |
| LIPKIN-MOORE, JOSHUA      | AIRPORT    | 4,205         | 3,966           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 239           |
| MALDONADO, CESAR          | AIRPORT    | 20,953        | 14,680          | 0            | 0         | 5,142    | 0                 | 0                   | 0                    | 0                   | 0                 | 1,131         |
| MATHIEU-SILVA, JUSTIN     | AIRPORT    | 18,028        | 14,456          | 0            | 0         | 2,606    | 0                 | 0                   | 0                    | 0                   | 0                 | 967           |
| MOONEY, TIMOTHY           | AIRPORT    | 111,592       | 88,652          | 0            | 3,551     | 12,410   | 5,433             | 0                   | 0                    | 0                   | 0                 | 1,546         |
| MUHLER, TED               | AIRPORT    | 26,638        | 22,076          | 0            | 2,238     | 54       | 1,288             | 0                   | 0                    | 0                   | 0                 | 982           |
| NELSON, SHANROY           | AIRPORT    | 77,917        | 67,544          | 0            | 2,135     | 4,488    | 2,194             | 0                   | 0                    | 0                   | 0                 | 1,557         |
| O'NEIL, MICHAEL           | AIRPORT    | 100,809       | 89,869          | 0            | 4,544     | 3,151    | 0                 | 0                   | 248                  | 0                   | 0                 | 2,997         |
| PARTIDA, JORENE           | AIRPORT    | 91,492        | 73,107          | 0            | 2,393     | 2,325    | 0                 | 0                   | 0                    | 0                   | 0                 | 13,667        |
| PATTERSON-JOWERY, TAMEIKA | AIRPORT    | 444           | 444             | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| PERALES, KATY             | AIRPORT    | 61,204        | 58,190          | 0            | 2,359     | 591      | 0                 | 0                   | 0                    | 0                   | 0                 | 64            |
| PEREZ, MIKHAIL            | AIRPORT    | 1,716         | 1,632           | 0            | 0         | 84       | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| PEREZ, WILMA              | AIRPORT    | 71,802        | 66,021          | 0            | 0         | 2,844    | 1,723             | 0                   | 0                    | 0                   | 0                 | 1,214         |
| PETROVA-POWERS, RADOSLAVA | AIRPORT    | 55,570        | 48,211          | 0            | 0         | 2,645    | 2,719             | 0                   | 0                    | 0                   | 0                 | 1,996         |
| PINEDA, NOE               | AIRPORT    | 82,654        | 77,511          | 0            | 3,171     | 271      | 436               | 0                   | 0                    | 0                   | 0                 | 1,265         |
| RAFTER, THOMAS            | AIRPORT    | 190,362       | 171,636         | 0            | 3,726     | 0        | 0                 | 0                   | 0                    | 15,000              | 0                 | 0             |
| RAY, LAWRENCE             | AIRPORT    | 89,526        | 82,308          | 0            | 4,636     | 894      | 0                 | 384                 | 0                    | 0                   | 0                 | 1,303         |

\*Other pay is retro, FLSA or required accrual pay.

| <u>EMPLOYEE NAME</u>   | <u>DEPARTMENT</u> | <u>GROSS<br/>WAGE</u> | <u>REGULAR<br/>WAGE</u> | <u>CERT<br/>EDUC</u> | <u>LONGEVITY</u> | <u>OVERTIME</u> | <u>HOLIDAY<br/>WORKED</u> | <u>3rd PARTY<br/>DETAIL</u> | <u>FIRE CALL<br/>AMB EMT</u> | <u>STIPEND<br/>COACHING</u> | <u>WWCO<br/>MERIT PAY</u> | <u>OTHER<br/>PAY*</u> |
|------------------------|-------------------|-----------------------|-------------------------|----------------------|------------------|-----------------|---------------------------|-----------------------------|------------------------------|-----------------------------|---------------------------|-----------------------|
| REID, DENNIS           | AIRPORT           | 55,487                | 51,407                  | 0                    | 0                | 2,303           | 1,509                     | 0                           | 0                            | 0                           | 0                         | 269                   |
| RODRIGUEZ, ADRIAN      | AIRPORT           | 7,295                 | 6,864                   | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 431                   |
| RODRIGUEZ, JOHANN      | AIRPORT           | 11,848                | 10,335                  | 0                    | 0                | 845             | 0                         | 0                           | 0                            | 0                           | 0                         | 669                   |
| SANDBURY, JAMIE        | AIRPORT           | 95,097                | 95,097                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| SPENCE, DURAND         | AIRPORT           | 76,055                | 67,219                  | 0                    | 0                | 5,090           | 2,230                     | 0                           | 0                            | 0                           | 0                         | 1,515                 |
| SPENCE, NOLAN          | AIRPORT           | 70,366                | 60,890                  | 0                    | 0                | 4,037           | 3,647                     | 0                           | 0                            | 0                           | 0                         | 1,791                 |
| SYLVIA, DAVID          | AIRPORT           | 131,738               | 125,503                 | 0                    | 6,235            | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| SYLVIA, LILLIAN        | AIRPORT           | 8,585                 | 8,071                   | 0                    | 0                | 225             | 288                       | 0                           | 0                            | 0                           | 0                         | 0                     |
| TALLMAN, ROBERT        | AIRPORT           | 129,461               | 125,669                 | 0                    | 3,791            | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| TORRES VIDAL, VICTOR   | AIRPORT           | 18,945                | 14,696                  | 0                    | 0                | 3,204           | 0                         | 0                           | 0                            | 0                           | 0                         | 1,045                 |
| TORRES, JANINE         | AIRPORT           | 163,531               | 98,321                  | 0                    | 4,551            | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 60,659                |
| TRUE, LINDA            | AIRPORT           | 59,322                | 53,528                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 5,794                 |
| WEATHERLY, DEANA-RAE   | AIRPORT           | 8,082                 | 6,908                   | 0                    | 0                | 684             | 0                         | 0                           | 0                            | 0                           | 0                         | 490                   |
| WELLINGTON, FREDERICK  | AIRPORT           | 96,514                | 78,228                  | 0                    | 2,529            | 8,045           | 4,928                     | 0                           | 0                            | 0                           | 0                         | 2,783                 |
| WILLIAMS, FRANKLIN     | AIRPORT           | 1,576                 | 1,576                   | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| WRAY, NORRIS           | AIRPORT           | 17,261                | 16,251                  | 0                    | 0                | 180             | 0                         | 0                           | 0                            | 0                           | 0                         | 831                   |
| AGUIAR, MATTHEW        | AIRPORT           | 78,609                | 72,369                  | 0                    | 2,209            | 1,641           | 0                         | 0                           | 248                          | 0                           | 0                         | 2,143                 |
| BACKUS, JEB            | AIRPORT           | 4,826                 | 4,715                   | 0                    | 0                | 11              | 0                         | 0                           | 0                            | 0                           | 0                         | 100                   |
| BAILEY, ROXANN         | AIRPORT           | 25,148                | 17,220                  | 0                    | 0                | 6,628           | 0                         | 0                           | 0                            | 0                           | 0                         | 1,300                 |
| DE LA HAYE, DIANA      | AIRPORT           | 1,088                 | 1,088                   | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| FIELDER, KEELY         | AIRPORT           | 11,974                | 9,234                   | 0                    | 0                | 2,093           | 0                         | 0                           | 0                            | 0                           | 0                         | 647                   |
| FIGUEROA GARCIA, JOSE  | AIRPORT           | 1,924                 | 1,648                   | 0                    | 0                | 276             | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| KILVERT, MARSHALL      | AIRPORT           | 5,156                 | 5,084                   | 0                    | 0                | 72              | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| STOVER, LIAM           | AIRPORT           | 7,452                 | 6,400                   | 0                    | 0                | 642             | 0                         | 0                           | 0                            | 0                           | 0                         | 410                   |
| WHELOCK, TREVOR        | AIRPORT           | 3,413                 | 3,212                   | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 201                   |
| MCDONOUGH, BRENDA      | COD               | 5,775                 | 5,775                   | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| RICHEN, KATHLEEN       | CPC               | 12,869                | 12,869                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| STOKES-SCARLETT, GLENA | CPC               | 62,691                | 60,969                  | 0                    | 0                | 1,562           | 0                         | 0                           | 0                            | 0                           | 0                         | 160                   |
| SCHULTE, JANET         | CULTURE TOURISM   | 102,983               | 102,559                 | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 423                   |
| SHARPE, DAVID          | CULTURE TOURISM   | 91,863                | 83,183                  | 0                    | 4,185            | 1,121           | 0                         | 0                           | 0                            | 0                           | 0                         | 3,373                 |
| APTHORP, KENNETH       | DPW               | 80,163                | 72,666                  | 0                    | 0                | 6,199           | 0                         | 0                           | 0                            | 0                           | 0                         | 1,299                 |
| ARCENEUX, STEPHEN      | DPW               | 70,378                | 70,378                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| BATCHELDER, HARTLEY    | DPW               | 97,559                | 78,186                  | 0                    | 3,081            | 14,946          | 0                         | 0                           | 0                            | 0                           | 0                         | 1,347                 |
| BERARD, PAUL           | DPW               | 80,602                | 71,994                  | 0                    | 0                | 5,643           | 0                         | 0                           | 0                            | 0                           | 0                         | 2,965                 |
| BOUCHER, PAUL          | DPW               | 65,973                | 62,718                  | 0                    | 0                | 1,986           | 0                         | 0                           | 0                            | 0                           | 0                         | 1,269                 |
| BRADFORD, KAREN        | DPW               | 75,017                | 68,380                  | 1,040                | 0                | 2,776           | 0                         | 0                           | 0                            | 0                           | 0                         | 2,821                 |
| CLARKE, MIKE           | DPW               | 59,447                | 44,416                  | 0                    | 0                | 14,669          | 0                         | 0                           | 0                            | 0                           | 0                         | 363                   |
| CLARKE, RYAN           | DPW               | 64,883                | 56,204                  | 0                    | 0                | 7,707           | 0                         | 0                           | 0                            | 0                           | 0                         | 973                   |
| CLARKSON, PAUL         | DPW               | 87,327                | 80,082                  | 0                    | 2,359            | 3,555           | 0                         | 0                           | 0                            | 0                           | 0                         | 1,331                 |
| DRISCOLL, CAROL        | DPW               | 20,476                | 20,461                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 15                    |
| DUARTE, DOMINIC        | DPW               | 90,685                | 79,002                  | 0                    | 3,968            | 6,335           | 0                         | 0                           | 0                            | 0                           | 0                         | 1,380                 |
| DUROVICH, GRAEME       | DPW               | 28,202                | 24,536                  | 0                    | 0                | 2,780           | 0                         | 0                           | 0                            | 0                           | 0                         | 886                   |
| EGAN, MICHAEL          | DPW               | 71,899                | 67,848                  | 0                    | 0                | 2,847           | 0                         | 0                           | 0                            | 0                           | 0                         | 1,204                 |
| GARY, WILLIAM          | DPW               | 78,814                | 72,914                  | 0                    | 3,656            | 1,076           | 0                         | 0                           | 0                            | 0                           | 0                         | 1,168                 |
| GOLDING, MAYA          | DPW               | 7,923                 | 7,923                   | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| GRANT, DELROY          | DPW               | 73,842                | 63,040                  | 0                    | 0                | 9,800           | 0                         | 0                           | 0                            | 0                           | 0                         | 1,002                 |
| JOHNSON, ERIC          | DPW               | 90,131                | 90,069                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 62                    |
| KANE, AARON            | DPW               | 61,862                | 54,916                  | 0                    | 0                | 5,937           | 0                         | 0                           | 0                            | 0                           | 0                         | 1,009                 |
| MARKS, TRISTRAM        | DPW               | 69,637                | 62,971                  | 0                    | 2,520            | 3,074           | 0                         | 0                           | 0                            | 0                           | 0                         | 1,072                 |

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| <u>EMPLOYEE NAME</u>    | <u>DEPARTMENT</u> | <u>GROSS<br/>WAGE</u> | <u>REGULAR<br/>WAGE</u> | <u>CERT<br/>EDUC</u> | <u>LONGEVITY</u> | <u>OVERTIME</u> | <u>HOLIDAY<br/>WORKED</u> | <u>3rd PARTY<br/>DETAIL</u> | <u>FIRE CALL<br/>AMB EMT</u> | <u>STIPEND<br/>COACHING</u> | <u>WWCO<br/>MERIT PAY</u> | <u>OTHER<br/>PAY*</u> |
|-------------------------|-------------------|-----------------------|-------------------------|----------------------|------------------|-----------------|---------------------------|-----------------------------|------------------------------|-----------------------------|---------------------------|-----------------------|
| MAYER, DAWN             | DPW               | 65,896                | 60,377                  | 0                    | 0                | 2,954           | 0                         | 0                           | 0                            | 0                           | 0                         | 2,564                 |
| MCCOLL, CHRISTOPHER     | DPW               | 59,216                | 55,501                  | 0                    | 0                | 2,342           | 0                         | 0                           | 0                            | 0                           | 0                         | 1,373                 |
| MCCOLL, PETER           | DPW               | 80,147                | 70,898                  | 0                    | 0                | 7,994           | 0                         | 0                           | 0                            | 0                           | 0                         | 1,255                 |
| MCNEIL III, ROBERT      | DPW               | 161,363               | 147,819                 | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 13,500                      | 0                         | 43                    |
| MOORE, RICHARD          | DPW               | 108,920               | 105,679                 | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 3,241                 |
| PATTERSON, FREDERICK    | DPW               | 54,455                | 52,968                  | 0                    | 0                | 611             | 0                         | 0                           | 0                            | 0                           | 0                         | 876                   |
| ROGERS, CHARLES         | DPW               | 18,757                | 18,757                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| SMITH, GARCIO           | DPW               | 49,551                | 36,349                  | 0                    | 0                | 12,194          | 0                         | 0                           | 0                            | 0                           | 0                         | 1,009                 |
| SYLVIA, RAY             | DPW               | 75,901                | 70,156                  | 0                    | 3,365            | 1,307           | 0                         | 0                           | 0                            | 0                           | 0                         | 1,073                 |
| THOMAS, ROY             | DPW               | 24,146                | 23,740                  | 0                    | 0                | 406             | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| THOMPSON, RUDOLPH       | DPW               | 24,589                | 23,770                  | 0                    | 0                | 819             | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| VOIGT, MARK             | DPW               | 116,914               | 104,065                 | 520                  | 4,189            | 4,244           | 0                         | 0                           | 0                            | 0                           | 0                         | 3,896                 |
| WILLIAMS, SCOTT         | DPW               | 62,292                | 59,595                  | 0                    | 1,000            | 691             | 0                         | 0                           | 0                            | 0                           | 0                         | 1,007                 |
| WILLIAMS, VANESHA       | DPW               | 37,709                | 35,892                  | 0                    | 0                | 581             | 0                         | 0                           | 0                            | 0                           | 0                         | 1,235                 |
| BUTLER, WILLIE          | DPW SEAS          | 21,458                | 18,701                  | 0                    | 0                | 2,757           | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| GARY, TASHEIRA          | DPW SEAS          | 8,344                 | 8,344                   | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| HENRY, PHILIP           | DPW SEAS          | 19,018                | 16,695                  | 0                    | 0                | 2,323           | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| MOND-SHELTON, MARJANI   | DPW SEAS          | 10,167                | 9,765                   | 0                    | 0                | 402             | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| ROGGEVEEN, IRENA        | DPW SEAS          | 3,551                 | 3,530                   | 0                    | 0                | 22              | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| ALTREUTER, MARGARET     | FINANCE           | 64,578                | 60,389                  | 0                    | 1,815            | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 2,374                 |
| BERISHA, DONIKA         | FINANCE           | 11,501                | 11,188                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 313                   |
| BROWN, ELIZABETH        | FINANCE           | 113,364               | 103,558                 | 520                  | 4,220            | 0               | 0                         | 0                           | 0                            | 1,000                       | 0                         | 4,066                 |
| BUTLER, PAMELA          | FINANCE           | 127,051               | 115,190                 | 0                    | 8,067            | 0               | 485                       | 0                           | 0                            | 0                           | 0                         | 3,309                 |
| CAMPBELL, SHELBY        | FINANCE           | 34,008                | 32,856                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 1,152                 |
| DICKINSON, ROBERT       | FINANCE           | 96,198                | 96,162                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 36                    |
| DILUCA, MAUREEN         | FINANCE           | 84,101                | 77,141                  | 520                  | 3,408            | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 3,032                 |
| DILWORTH, DEBORAH       | FINANCE           | 114,588               | 105,846                 | 0                    | 4,585            | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 4,157                 |
| EDLUND, SHERRY          | FINANCE           | 9,836                 | 9,622                   | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 214                   |
| FLANAGAN, ELIZABETH     | FINANCE           | 76,159                | 70,723                  | 520                  | 2,142            | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 2,773                 |
| GANEVA, SILVIA          | FINANCE           | 37,748                | 37,748                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| KITSOCK, AILEEN         | FINANCE           | 17,364                | 16,666                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 698                   |
| LAPIENE, ROBIN          | FINANCE           | 71,121                | 66,523                  | 0                    | 1,986            | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 2,612                 |
| LEWIS, KRISTA           | FINANCE           | 89,933                | 82,630                  | 520                  | 3,349            | 0               | 178                       | 0                           | 0                            | 0                           | 0                         | 3,256                 |
| LINDNER, JULIA          | FINANCE           | 61,495                | 61,495                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| MURPHY, PATRICIA MARY   | FINANCE           | 84,438                | 77,141                  | 520                  | 3,745            | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 3,032                 |
| NOVAKOVA, ASYA          | FINANCE           | 28,783                | 28,783                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| PENTA, ALEXANDRIA       | FINANCE           | 20,192                | 20,192                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| RANNEY, ROBERT          | FINANCE           | 52,198                | 50,236                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 1,962                 |
| SECIA, GERGAN           | FINANCE           | 25,820                | 24,884                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 936                   |
| TRIFERO, ELLEN          | FINANCE           | 89,721                | 83,001                  | 0                    | 3,477            | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 3,244                 |
| TURBITT, BRIAN          | FINANCE           | 147,267               | 137,267                 | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 10,000                      | 0                         | 0                     |
| VOLLANS, LYNELL         | FINANCE           | 103,407               | 102,447                 | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 960                   |
| WALLINGFORD, DIANA      | FINANCE           | 11,604                | 10,481                  | 0                    | 1,103            | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 19                    |
| WINCHELL, JENA          | FINANCE           | 11,291                | 10,897                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 394                   |
| WOODLEY-OLIVER, REBECCA | FINANCE           | 72,871                | 69,658                  | 480                  | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 2,733                 |
| ALLEN, JEFFREY          | FIRE              | 93,875                | 75,941                  | 5,200                | 3,056            | 4,320           | 1,467                     | 2,000                       | 0                            | 0                           | 0                         | 1,892                 |
| ALLEN, JOHN             | FIRE              | 98,751                | 75,912                  | 2,600                | 2,273            | 13,937          | 1,943                     | 0                           | 0                            | 0                           | 0                         | 2,085                 |
| ANDERSON, TY            | FIRE              | 62,482                | 57,497                  | 320                  | 0                | 2,603           | 644                       | 0                           | 0                            | 0                           | 0                         | 1,418                 |
| ANGELASTRO, DAVID       | FIRE              | 72,036                | 56,448                  | 520                  | 0                | 10,524          | 639                       | 2,688                       | 0                            | 0                           | 0                         | 1,217                 |

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| <u>EMPLOYEE NAME</u> | <u>DEPARTMENT</u> | <u>GROSS<br/>WAGE</u> | <u>REGULAR<br/>WAGE</u> | <u>CERT<br/>EDUC</u> | <u>LONGEVITY</u> | <u>OVERTIME</u> | <u>HOLIDAY<br/>WORKED</u> | <u>3rd PARTY<br/>DETAIL</u> | <u>FIRE CALL<br/>AMB EMT</u> | <u>STIPEND<br/>COACHING</u> | <u>WWCO<br/>MERIT PAY</u> | <u>OTHER<br/>PAY*</u> |
|----------------------|-------------------|-----------------------|-------------------------|----------------------|------------------|-----------------|---------------------------|-----------------------------|------------------------------|-----------------------------|---------------------------|-----------------------|
| BARBER, BEAU         | FIRE              | 79,914                | 71,879                  | 1,560                | 1,453            | 1,994           | 1,158                     | 192                         | 0                            | 0                           | 0                         | 1,679                 |
| BARBER, NATHAN       | FIRE              | 98,868                | 79,268                  | 4,160                | 2,277            | 7,855           | 3,068                     | 384                         | 0                            | 0                           | 0                         | 1,856                 |
| BATES, ROBERT        | FIRE              | 145,924               | 107,192                 | 3,527                | 5,107            | 25,708          | 369                       | 1,192                       | 0                            | 0                           | 0                         | 2,830                 |
| BEAMISH, CHRISTOPHER | FIRE              | 86,662                | 75,111                  | 0                    | 2,265            | 5,342           | 852                       | 1,344                       | 0                            | 0                           | 0                         | 1,748                 |
| CHATTI-FILHO, JOSE   | FIRE              | 74,227                | 56,390                  | 600                  | 0                | 12,358          | 924                       | 2,304                       | 0                            | 0                           | 0                         | 1,652                 |
| DEL PLATO, SEAN      | FIRE              | 8,390                 | 7,664                   | 0                    | 0                | 267             | 458                       | 0                           | 0                            | 0                           | 0                         | 0                     |
| DIXON, MATTHEW       | FIRE              | 93,848                | 80,134                  | 2,760                | 5,130            | 2,366           | 792                       | 384                         | 0                            | 0                           | 0                         | 2,283                 |
| ELDRIDGE, EARL       | FIRE              | 116,258               | 97,889                  | 3,780                | 4,894            | 6,374           | 827                       | 192                         | 0                            | 0                           | 0                         | 2,302                 |
| FINNEGAN, MICHAEL    | FIRE              | 11,120                | 10,761                  | 0                    | 0                | 359             | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| HANLON, FRANCIS      | FIRE              | 125,504               | 98,376                  | 5,400                | 4,910            | 8,829           | 3,413                     | 2,112                       | 0                            | 0                           | 0                         | 2,464                 |
| HODGE, KAI           | FIRE              | 69,918                | 67,085                  | 0                    | 0                | 193             | 0                         | 0                           | 0                            | 0                           | 0                         | 2,640                 |
| HOLDEN, THOMAS       | FIRE              | 1,139                 | 0                       | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 1,139                 |
| HOLLAND, CHRISTOPHER | FIRE              | 83,085                | 68,352                  | 2,080                | 0                | 8,756           | 1,339                     | 768                         | 0                            | 0                           | 0                         | 1,790                 |
| HOLMES, SCOTT        | FIRE              | 68,598                | 57,891                  | 520                  | 0                | 4,889           | 1,502                     | 2,304                       | 0                            | 0                           | 0                         | 1,491                 |
| KYMER, CHARLES       | FIRE              | 119,753               | 77,944                  | 5,200                | 3,067            | 22,232          | 2,138                     | 6,992                       | 0                            | 0                           | 0                         | 2,180                 |
| MITCHELL, SEAN       | FIRE              | 114,870               | 95,860                  | 5,000                | 2,917            | 6,253           | 1,649                     | 768                         | 0                            | 0                           | 0                         | 2,423                 |
| MURPHY, STEPHEN      | FIRE              | 152,692               | 152,296                 | 0                    | 0                | 0               | 0                         | 384                         | 0                            | 0                           | 0                         | 12                    |
| PEKARCIK, DAVID      | FIRE              | 84,297                | 74,674                  | 2,080                | 2,252            | 2,356           | 864                       | 384                         | 0                            | 0                           | 0                         | 1,687                 |
| PERRY, SHANE         | FIRE              | 102,935               | 72,126                  | 2,520                | 1,473            | 19,404          | 811                       | 4,416                       | 0                            | 0                           | 0                         | 2,184                 |
| RAMOS, KEVIN         | FIRE              | 82,453                | 63,112                  | 1,560                | 0                | 12,997          | 1,538                     | 1,344                       | 0                            | 0                           | 0                         | 1,901                 |
| RAY, CHRISTIAN       | FIRE              | 135,189               | 78,865                  | 3,640                | 3,121            | 38,226          | 852                       | 7,952                       | 0                            | 0                           | 0                         | 2,534                 |
| RAY, COREY           | FIRE              | 90,706                | 75,751                  | 2,080                | 2,295            | 6,095           | 1,710                     | 960                         | 0                            | 0                           | 0                         | 1,816                 |
| REZENDES, ALEXANDER  | FIRE              | 66,495                | 57,792                  | 600                  | 0                | 3,120           | 1,624                     | 1,920                       | 0                            | 0                           | 0                         | 1,439                 |
| SEITZ, JORDAN        | FIRE              | 74,319                | 60,456                  | 1,040                | 0                | 8,666           | 1,072                     | 1,344                       | 0                            | 0                           | 0                         | 1,742                 |
| SHANNON, ELIZABETH   | FIRE              | 120,466               | 99,781                  | 5,200                | 4,914            | 5,578           | 2,379                     | 192                         | 0                            | 0                           | 0                         | 2,423                 |
| TOWNSEND, JOSEPH     | FIRE              | 83,099                | 69,705                  | 1,560                | 1,374            | 5,849           | 821                       | 2,112                       | 0                            | 0                           | 0                         | 1,679                 |
| WEBB, RYAN           | FIRE              | 15,444                | 13,863                  | 40                   | 0                | 516             | 344                       | 576                         | 0                            | 0                           | 0                         | 104                   |
| DUGAN, JOHN          | FIRE CALL         | 15,126                | 13,964                  | 0                    | 0                | 340             | 0                         | 384                         | 188                          | 0                           | 0                         | 250                   |
| ELDRIDGE, BRANDON    | FIRE CALL         | 924                   | 0                       | 0                    | 0                | 0               | 0                         | 384                         | 540                          | 0                           | 0                         | 0                     |
| ELDRIDGE, ELIZABETH  | FIRE CALL         | 15                    | 0                       | 0                    | 0                | 0               | 0                         | 0                           | 15                           | 0                           | 0                         | 0                     |
| FEY, ETHAN           | FIRE CALL         | 1,323                 | 0                       | 0                    | 0                | 0               | 0                         | 384                         | 555                          | 0                           | 0                         | 384                   |
| GOULD, CHRISTOPHER   | FIRE CALL         | 939                   | 0                       | 0                    | 0                | 0               | 0                         | 0                           | 555                          | 0                           | 0                         | 384                   |
| GULLICKSEN, KENNETH  | FIRE CALL         | 293                   | 0                       | 0                    | 0                | 0               | 0                         | 0                           | 293                          | 0                           | 0                         | 0                     |
| PATERSON, NEIL       | FIRE CALL         | 30                    | 0                       | 0                    | 0                | 0               | 0                         | 0                           | 30                           | 0                           | 0                         | 0                     |
| SANDBURY, JOSHUA     | FIRE CALL         | 90                    | 0                       | 0                    | 0                | 0               | 0                         | 0                           | 90                           | 0                           | 0                         | 0                     |
| SMITH, JARED         | FIRE CALL         | 323                   | 0                       | 0                    | 0                | 0               | 0                         | 0                           | 323                          | 0                           | 0                         | 0                     |
| CAREY, SHANE         | HARBOR            | 62,384                | 54,463                  | 0                    | 0                | 5,900           | 0                         | 0                           | 0                            | 0                           | 0                         | 2,021                 |
| LAMBE, STEPHEN       | HARBOR            | 24,621                | 20,400                  | 0                    | 0                | 4,221           | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| LUCEY, SHEILA        | HARBOR            | 176,177               | 107,894                 | 0                    | 4,764            | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 63,519                |
| MINNE, GEORGES       | HARBOR            | 11,124                | 11,124                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| VITTORINI, BRIANA    | HARBOR            | 13,750                | 13,750                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| WITHERELL, AINSLEY   | HARBOR            | 62,803                | 58,840                  | 0                    | 0                | 1,789           | 0                         | 0                           | 0                            | 0                           | 0                         | 2,174                 |
| ALBERTSON, PAIGE     | HARBOR SEAS       | 7,219                 | 7,219                   | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| BELL, CHRISTOPHER    | HARBOR SEAS       | 1,200                 | 1,200                   | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| DAVIS, SEAN          | HARBOR SEAS       | 8,820                 | 8,694                   | 0                    | 0                | 126             | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| FUSARO, RILEY        | HARBOR SEAS       | 5,418                 | 5,418                   | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| GIBSON, ALEXANDER    | HARBOR SEAS       | 6,897                 | 6,872                   | 0                    | 0                | 25              | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| HAMILTON, MARK       | HARBOR SEAS       | 5,381                 | 5,381                   | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| HEALD, JOSHUA        | HARBOR SEAS       | 4,653                 | 4,653                   | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |

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| EMPLOYEE NAME           | DEPARTMENT    | GROSS<br>WAGE | REGULAR<br>WAGE | CERT<br>EDUC | LONGEVITY | OVERTIME | HOLIDAY<br>WORKED | 3rd PARTY<br>DETAIL | FIRE CALL<br>AMB EMT | STIPEND<br>COACHING | WWCO<br>MERIT PAY | OTHER<br>PAY* |
|-------------------------|---------------|---------------|-----------------|--------------|-----------|----------|-------------------|---------------------|----------------------|---------------------|-------------------|---------------|
| HOLDGATE, JONATHAN      | HARBOR SEAS   | 16,845        | 16,035          | 0            | 0         | 810      | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| KELSEY, GARRETT         | HARBOR SEAS   | 2,327         | 2,327           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| LAPPIN, GARRETT         | HARBOR SEAS   | 4,320         | 4,320           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| LAPPIN, KENNETH         | HARBOR SEAS   | 1,800         | 1,800           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| PITTMAN, WILLIAM        | HARBOR SEAS   | 12,444        | 12,246          | 0            | 0         | 198      | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| RANDALL, TIMOTHY        | HARBOR SEAS   | 6,534         | 6,485           | 0            | 0         | 50       | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| SULLIVAN, OWEN          | HARBOR SEAS   | 25,253        | 24,726          | 0            | 0         | 527      | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| SWIA TEK, MADISON       | HARBOR SEAS   | 5,609         | 5,136           | 0            | 0         | 473      | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| TOWNE, QUINTIN          | HARBOR SEAS   | 8,629         | 7,956           | 0            | 0         | 673      | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| TRAN, CHRISTOPHER       | HARBOR SEAS   | 8,556         | 8,362           | 0            | 0         | 194      | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| WIGGIN, SAMUEL          | HARBOR SEAS   | 5,420         | 5,420           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| MALAVASE, MICHELLE      | HR            | 67,818        | 67,818          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| PERRY, AMANDA           | HR            | 102,667       | 102,597         | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 71            |
| SMITH-JONES, MORGAN     | HR            | 52,668        | 52,106          | 0            | 0         | 163      | 0                 | 0                   | 0                    | 0                   | 0                 | 400           |
| TUZI K, STEPHEN         | HR            | 41,178        | 41,178          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| CARRERA, VIRGINIA       | HUM SERV      | 84,768        | 77,373          | 1,560        | 2,383     | 386      | 0                 | 0                   | 0                    | 0                   | 0                 | 3,066         |
| HARDY, RALPH            | HUM SERV      | 4,232         | 4,232           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| MEDINA, ANN             | HUM SERV      | 79,735        | 72,052          | 1,040        | 2,923     | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 3,719         |
| STEWART, LAURA          | HUM SERV      | 86,282        | 81,132          | 1,560        | 0         | 340      | 0                 | 0                   | 0                    | 0                   | 0                 | 3,250         |
| ANDERSON, LAURA         | HUM SERV SEAS | 920           | 920             | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| DEBIASIO, BRIAN         | HUM SERV SEAS | 500           | 500             | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| DEBIASIO, JAYNE         | HUM SERV SEAS | 500           | 500             | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| DUPREE, SUSAN           | HUM SERV SEAS | 1,000         | 1,000           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| GRIEDER, WILLIAM        | HUM SERV SEAS | 1,000         | 1,000           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| GRIMMER, GARTH          | HUM SERV SEAS | 1,000         | 1,000           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| HEDGES, DONNA MARIE     | HUM SERV SEAS | 1,000         | 1,000           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| HORTON, JOYCE           | HUM SERV SEAS | 1,000         | 1,000           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| HULL, DARLENE           | HUM SERV SEAS | 770           | 770             | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| JOYNT, JAMES            | HUM SERV SEAS | 500           | 500             | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| JOYNT, JANE             | HUM SERV SEAS | 500           | 500             | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| KLEINERT, PATRICIA      | HUM SERV SEAS | 1,000         | 1,000           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| LENO, KATHLEEN          | HUM SERV SEAS | 1,000         | 1,000           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| MANDEL, BRUCE           | HUM SERV SEAS | 1,000         | 1,000           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| OWEN, SANDRA            | HUM SERV SEAS | 2,003         | 2,003           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| SMITH, GLENORA          | HUM SERV SEAS | 1,000         | 1,000           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| SYLVIA, BONNIE          | HUM SERV SEAS | 1,000         | 1,000           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| TOPHAM, JEANETTE        | HUM SERV SEAS | 840           | 840             | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| VON DER GROEBEN, BARBRA | HUM SERV SEAS | 400           | 400             | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| WASIK, MARYANN          | HUM SERV SEAS | 492           | 492             | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| ALVAREZ, MICHAEL        | IT/GIS        | 73,195        | 70,287          | 0            | 0         | 143      | 0                 | 0                   | 0                    | 0                   | 0                 | 2,764         |
| MCGLOIN, PATRICK        | IT/GIS        | 102,735       | 95,981          | 0            | 1,931     | 1,024    | 0                 | 0                   | 0                    | 0                   | 0                 | 3,799         |
| MCGONIGLE, KAREN        | IT/GIS        | 131,428       | 131,428         | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| PORTER, NATHAN          | IT/GIS        | 100,620       | 94,088          | 0            | 2,836     | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 3,696         |
| RHODES, LINDA           | IT/GIS        | 112,201       | 104,182         | 0            | 4,184     | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 3,834         |
| SOWER, ENOCH            | IT/GIS        | 41,505        | 39,899          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 1,607         |
| SPROUSE, MARGARET       | IT/GIS        | 101,085       | 94,552          | 0            | 2,827     | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 3,706         |
| APPLEGATE, GEORGE       | LAND BANK     | 10,306        | 10,306          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| BELL, JESSE             | LAND BANK     | 108,113       | 107,128         | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 985           |
| CAMPESE, SUSAN          | LAND BANK     | 99,904        | 97,103          | 0            | 0         | 1,558    | 0                 | 0                   | 0                    | 0                   | 0                 | 1,242         |

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| EMPLOYEE NAME        | DEPARTMENT | GROSS<br>WAGE | REGULAR<br>WAGE | CERT<br>EDUC | LONGEVITY | OVERTIME | HOLIDAY<br>WORKED | 3rd PARTY<br>DETAIL | FIRE CALL<br>AMB EMT | STIPEND<br>COACHING | WWCO<br>MERIT PAY | OTHER<br>PAY* |
|----------------------|------------|---------------|-----------------|--------------|-----------|----------|-------------------|---------------------|----------------------|---------------------|-------------------|---------------|
| CHRISTIANO, COLLETTE | LAND BANK  | 4,590         | 4,590           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| DECARLO, DANE        | LAND BANK  | 61,527        | 61,464          | 0            | 0         | 62       | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| EARLEY, ROBERT       | LAND BANK  | 96,206        | 95,977          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 229           |
| FREEMAN, RACHAEL     | LAND BANK  | 67,327        | 67,063          | 0            | 0         | 265      | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| LANKAU, WALTER       | LAND BANK  | 100,245       | 85,245          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 15,000        |
| LOPEZ, DANIELLA      | LAND BANK  | 13,748        | 13,748          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| POLLOCK, JEFFREY     | LAND BANK  | 113,172       | 112,487         | 0            | 0         | 177      | 0                 | 0                   | 0                    | 0                   | 0                 | 508           |
| SAVETSKY, ERIC       | LAND BANK  | 140,588       | 135,588         | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 5,000         |
| SCHRAFF, RICHARD     | LAND BANK  | 75,373        | 75,047          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 326           |
| SCHUERMAN, TODD      | LAND BANK  | 30,815        | 23,315          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 7,500         |
| WILSON, MARIAN       | LAND BANK  | 44,990        | 44,471          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 519           |
| ZOLA, LEEDARA        | LAND BANK  | 894           | 894             | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| AHERN, ERIN          | LIFEGUARD  | 8,168         | 7,696           | 0            | 0         | 472      | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| ALBERTSON, SHAE      | LIFEGUARD  | 2,808         | 2,808           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| ALI, SADDIQ          | LIFEGUARD  | 8,774         | 7,544           | 0            | 0         | 1,230    | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| ALI, SAID            | LIFEGUARD  | 9,323         | 7,380           | 0            | 0         | 1,753    | 0                 | 0                   | 0                    | 0                   | 0                 | 190           |
| BARTLETT, CALLAGHAN  | LIFEGUARD  | 1,794         | 1,560           | 0            | 0         | 234      | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| BARTLETT, CAMERON    | LIFEGUARD  | 8,686         | 7,770           | 0            | 0         | 916      | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| BARTLETT, KEEGAN     | LIFEGUARD  | 15,115        | 13,524          | 0            | 0         | 1,591    | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| BOMEISLER, CHASE     | LIFEGUARD  | 6,186         | 5,740           | 0            | 0         | 446      | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| BOMEISLER, DYLAN     | LIFEGUARD  | 14,579        | 12,768          | 0            | 0         | 1,811    | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| BRASHER, OLIVIA      | LIFEGUARD  | 420           | 420             | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| BRESETTE, JOSEPH     | LIFEGUARD  | 5,460         | 5,040           | 0            | 0         | 420      | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| CHAMBERS, EMMA       | LIFEGUARD  | 8,855         | 7,700           | 0            | 0         | 1,155    | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| CROWLEY, THEODORE    | LIFEGUARD  | 5,906         | 5,460           | 0            | 0         | 446      | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| DENNY, JAMES         | LIFEGUARD  | 5,136         | 4,900           | 0            | 0         | 236      | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| FINLAY, MATTHEW      | LIFEGUARD  | 10,168        | 9,184           | 0            | 0         | 984      | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| FINLAY, PATRICK      | LIFEGUARD  | 15,603        | 11,256          | 0            | 0         | 4,347    | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| FORE, HELEN          | LIFEGUARD  | 8,496         | 7,840           | 0            | 0         | 656      | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| GIANAKOS, ANNE       | LIFEGUARD  | 8,706         | 7,420           | 0            | 0         | 1,286    | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| GOULD, MARCUS        | LIFEGUARD  | 9,628         | 8,364           | 0            | 0         | 1,169    | 0                 | 0                   | 0                    | 0                   | 0                 | 95            |
| GRAHAM, RICHARD      | LIFEGUARD  | 9,126         | 7,840           | 0            | 0         | 1,286    | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| HOLDGATE, BROOKE     | LIFEGUARD  | 7,354         | 6,660           | 0            | 0         | 694      | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| KEANE, STEPHEN       | LIFEGUARD  | 8,575         | 7,420           | 0            | 0         | 1,155    | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| KINNEY, ANNELISE     | LIFEGUARD  | 9,896         | 8,112           | 0            | 0         | 1,784    | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| KOCH, BENJAMIN       | LIFEGUARD  | 703           | 703             | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| KOCH, KATHERINE      | LIFEGUARD  | 4,996         | 4,340           | 0            | 0         | 656      | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| LAGASSE, KEVIN       | LIFEGUARD  | 6,790         | 5,957           | 0            | 0         | 833      | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| LAMPOGNANA, THOMAS   | LIFEGUARD  | 6,956         | 6,300           | 0            | 0         | 656      | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| MARRO, PATRICK       | LIFEGUARD  | 7,035         | 7,035           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| MOLLOY, KELLI        | LIFEGUARD  | 6,606         | 6,160           | 0            | 0         | 446      | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| MONTES, JULIANNA     | LIFEGUARD  | 9,112         | 7,544           | 0            | 0         | 1,568    | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| MORRIS, BENNETT      | LIFEGUARD  | 7,166         | 6,720           | 0            | 0         | 446      | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| MUELLER, MARK        | LIFEGUARD  | 10,351        | 8,540           | 0            | 0         | 1,811    | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| NICKEL, NINA         | LIFEGUARD  | 5,450         | 5,304           | 0            | 0         | 146      | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| O'BRIEN, ERIN        | LIFEGUARD  | 7,166         | 6,720           | 0            | 0         | 446      | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| PITTMAN, KATHERINE   | LIFEGUARD  | 1,092         | 1,092           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| REPETA, FALLON       | LIFEGUARD  | 5,836         | 5,600           | 0            | 0         | 236      | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| ROBERTS, JACKSON     | LIFEGUARD  | 1,330         | 1,330           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |

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| EMPLOYEE NAME            | DEPARTMENT | GROSS<br>WAGE | REGULAR<br>WAGE | CERT<br>EDUC | LONGEVITY | OVERTIME | HOLIDAY<br>WORKED | 3rd PARTY<br>DETAIL | FIRE CALL<br>AMB EMT | STIPEND<br>COACHING | WWCO<br>MERIT PAY | OTHER<br>PAY* |
|--------------------------|------------|---------------|-----------------|--------------|-----------|----------|-------------------|---------------------|----------------------|---------------------|-------------------|---------------|
| SORACIN, KENDALL         | LIFEGUARD  | 2,584         | 1,560           | 0            | 0         | 1,024    | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| SPENCER, MARY            | LIFEGUARD  | 7,166         | 6,300           | 0            | 0         | 866      | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| STOLTE, AVERY            | LIFEGUARD  | 6,781         | 6,020           | 0            | 0         | 761      | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| SUNDELL, DANA            | LIFEGUARD  | 7,376         | 6,720           | 0            | 0         | 656      | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| SYKES, SYDNEY            | LIFEGUARD  | 9,126         | 7,840           | 0            | 0         | 1,286    | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| TEARSE, DAVID            | LIFEGUARD  | 8,198         | 7,104           | 0            | 0         | 999      | 0                 | 0                   | 0                    | 0                   | 0                 | 95            |
| WEINGARTEN, JOHN         | LIFEGUARD  | 6,981         | 6,440           | 0            | 0         | 446      | 0                 | 0                   | 0                    | 0                   | 0                 | 95            |
| WIGGIN, ELEANORE         | LIFEGUARD  | 7,872         | 7,400           | 0            | 0         | 472      | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| WIGGIN, MARGARET         | LIFEGUARD  | 9,116         | 7,800           | 0            | 0         | 1,316    | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| WINTERS, KYLE            | LIFEGUARD  | 14,986        | 13,448          | 0            | 0         | 1,538    | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| ALGER, SARAH             | MODERATOR  | 175           | 175             | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| AGUIAR, JOSEPH           | NCS        | 3,680         | 3,680           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| BELANGER, MADELINE       | NCS        | 3,945         | 3,945           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| BETAR, ANABELLE          | NCS        | 818           | 818             | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| BOHANNON, TODD           | NCS        | 59,972        | 59,972          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| BOLEY, JENNIFER          | NCS        | 60            | 60              | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| BOUCHARD, JOSEPH         | NCS        | 4,410         | 4,410           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| BRUNDAGE, RACHEL         | NCS        | 12,486        | 12,449          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 37            |
| BUTTERWORTH, KATHLEEN    | NCS        | 600           | 600             | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| CAMPBELL, ELYSE          | NCS        | 39,703        | 39,471          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 231           |
| CARON, DENNIS            | NCS        | 32,169        | 31,993          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 176           |
| CASEY, MARY              | NCS        | 725           | 725             | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| CHAUDHRY, DESERIE        | NCS        | 4,808         | 4,808           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| CHAVEZ, LILIAN           | NCS        | 2,814         | 2,814           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| CHRISTIANO, COLLETTE     | NCS        | 14,800        | 14,800          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| COBB, LUCY               | NCS        | 176           | 176             | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| CONNOR, JACKSON          | NCS        | 2,903         | 2,903           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| CORBETT, KELLY           | NCS        | 34,316        | 34,316          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| CORCORAN, MEGHAN         | NCS        | 2,340         | 0               | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 2,340         |
| COWLES, JEFFREY          | NCS        | 34,132        | 34,132          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| CRONIN, PAULINE          | NCS        | 54,811        | 54,811          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| CROWELL, MACY            | NCS        | 675           | 675             | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| CURTIS, CHERYL           | NCS        | 4,370         | 4,370           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| DANNHEIM, ANNABEL        | NCS        | 3,871         | 3,871           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| D'APRIX, AMANDA          | NCS        | 5,306         | 5,306           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| DAVIS, EMMA              | NCS        | 1,159         | 1,159           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| DELGADO LEMUS, KATHERINE | NCS        | 3,797         | 3,797           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| DOLLERY-FINLEY, LORNA    | NCS        | 250           | 0               | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 250           |
| DORAN, DENNIS            | NCS        | 522           | 522             | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| DORSEY, AUSTIN           | NCS        | 2,246         | 2,246           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| DWYER, EVEYLN            | NCS        | 5,206         | 5,206           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| EARLE, TIMOTHY           | NCS        | 4,058         | 4,058           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| FAJARDO, JOANNA          | NCS        | 150           | 150             | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| FEATHERSTON, MARGARET    | NCS        | 5,598         | 5,598           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| FITZGERALD, JOHN         | NCS        | 4,562         | 4,562           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| GAGNON, HOPE             | NCS        | 5,335         | 5,335           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| GALLO, STEPHEN           | NCS        | 3,029         | 3,029           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| GASNAREZ, GLORIA         | NCS        | 390           | 390             | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| GERARDI, SOPHIE          | NCS        | 308           | 308             | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |

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|--------------------------|------------|---------------|-----------------|--------------|-----------|----------|-------------------|---------------------|----------------------|---------------------|-------------------|---------------|
| GONZALEZ DE AZA, NATALIE | NCS        | 17,836        | 17,836          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| GUTIERREZ, MARIA         | NCS        | 400           | 400             | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| HARNISHFEGER, NAOMI      | NCS        | 4,163         | 4,163           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| HARRIS, DAVID            | NCS        | 2,027         | 0               | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 2,027         |
| HARTER, MICHAEL          | NCS        | 2,613         | 0               | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 2,613         |
| HOFFORD, CLAUDIA         | NCS        | 2,066         | 2,066           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| HOLDGATE, DEBORAH        | NCS        | 3,454         | 3,405           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 49            |
| HOLLISTER, CAITLIN       | NCS        | 3,906         | 3,906           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| HOOD, MARIN              | NCS        | 2,882         | 2,882           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| HULL, JOAN               | NCS        | 4,664         | 2,571           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 2,093         |
| IVANOV, IVAYLO           | NCS        | 14,115        | 14,115          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| JACKSON, OLIVIA          | NCS        | 1,152         | 1,152           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| JANNELLE, BLAIR          | NCS        | 61,635        | 61,635          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| JELLEME, KRISTINA        | NCS        | 816           | 0               | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 816           |
| JENSEN, CARLISLE         | NCS        | 927           | 927             | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| KITSOCK, EMILY           | NCS        | 6,137         | 6,137           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| KOKOMOOR, KALEY          | NCS        | 969           | 969             | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| KOSCIUK, CYNTHIA         | NCS        | 3,895         | 3,895           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| LAUBE, KRISTEN           | NCS        | 3,209         | 3,209           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| LAWRENCE, DELROY         | NCS        | 5,164         | 2,670           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 2,494         |
| LEBLANC, TESS            | NCS        | 35,059        | 35,059          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| LINDQUIST, KAROL         | NCS        | 10,463        | 10,463          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| LYDON, MADELINE          | NCS        | 3,690         | 3,690           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| MALONE, KATHLEEN         | NCS        | 190           | 190             | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| MANCHESTER, KATHERINE    | NCS        | 58,794        | 58,794          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| MANNING, ROBIN           | NCS        | 4,563         | 0               | 0            | 0         | 0        | 0                 | 0                   | 0                    | 3,500               | 0                 | 1,063         |
| MCCARTHY, PATRICK        | NCS        | 5,912         | 5,912           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| MCCLUSKEY, MERRILL       | NCS        | 2,140         | 2,140           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| MCGOWAN, HOLLY           | NCS        | 2,006         | 2,006           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| MELLITZ, KATHARINE       | NCS        | 25,920        | 25,920          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| MIRELES TORRES, CESSNA   | NCS        | 700           | 700             | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| MORAN, CASSANDRA         | NCS        | 36,987        | 32,942          | 0            | 0         | 45       | 0                 | 0                   | 0                    | 4,000               | 0                 | 0             |
| MURTAGH, KAREN           | NCS        | 822           | 822             | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| MYNTTINEN, JOHN          | NCS        | 3,969         | 3,969           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| MYNTTINEN, SUZANNE       | NCS        | 18,955        | 17,859          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 1,096         |
| O'KEEFE, TAVIA           | NCS        | 4,185         | 4,185           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| OLSON, KATHRYN           | NCS        | 364           | 364             | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| PERKINS, ANNE            | NCS        | 863           | 863             | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| PETERSON, CAL            | NCS        | 210           | 210             | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| PIGNATO, JAMES           | NCS        | 91,488        | 84,357          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 7,131               | 0                 | 0             |
| POWERS, JAY              | NCS        | 1,764         | 1,764           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| PYKOSZ, LINDSAY          | NCS        | 55,150        | 55,150          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| RANCE, LISA              | NCS        | 19,838        | 19,398          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 440           |
| REICHWEIN, SHERYLL       | NCS        | 21,058        | 21,058          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| RICHARDS, SUSAN          | NCS        | 40,423        | 40,423          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| ROBERTS, AIDEN           | NCS        | 863           | 863             | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| ROBERTS, ISABELLE        | NCS        | 612           | 612             | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| ROBERTS, TRACY           | NCS        | 73,838        | 73,838          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| RODGERS, SAMUEL          | NCS        | 4,268         | 4,268           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |

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| EMPLOYEE NAME               | DEPARTMENT | GROSS<br>WAGE | REGULAR<br>WAGE | CERT<br>EDUC | LONGEVITY | OVERTIME | HOLIDAY<br>WORKED | 3rd PARTY<br>DETAIL | FIRE CALL<br>AMB EMT | STIPEND<br>COACHING | WWCO<br>MERIT PAY | OTHER<br>PAY* |
|-----------------------------|------------|---------------|-----------------|--------------|-----------|----------|-------------------|---------------------|----------------------|---------------------|-------------------|---------------|
| RODRIGUEZ, SHINELLE         | NCS        | 5,418         | 5,418           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| SARAVIA, MICHELLE           | NCS        | 52,738        | 52,738          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| SCHACHTEL-BAKER, JANET      | NCS        | 100           | 0               | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 100           |
| SEAQUIST, CHRISTINE         | NCS        | 10,986        | 10,986          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| SHAW, JAMIELYA              | NCS        | 2,151         | 2,151           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| SMALL, JASON                | NCS        | 1,170         | 0               | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 1,170         |
| SNELL, AUDREY               | NCS        | 4,398         | 4,398           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| STEADMAN, ELIZA             | NCS        | 7,964         | 7,964           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| SZWAJKOWSKI, CASTINE        | NCS        | 9,187         | 9,187           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| THOMAS, ELIZA               | NCS        | 10,549        | 0               | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 10,549        |
| TYTHERIDGE ALLAN, ALEXANDRA | NCS        | 1,890         | 0               | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 1,890         |
| WEBER, DANIEL               | NCS        | 14,000        | 14,000          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| WEBSTER-DAVIS, SEANNE       | NCS        | 1,170         | 1,170           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| WILLIS, KERRIE              | NCS        | 4,974         | 4,974           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| WORKMAN, WILLIAM            | NCS        | 3,158         | 0               | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 3,158         |
| ZARCONI, JEFFREY            | NCS        | 4,174         | 4,174           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| CABRAL, LEAH                | NRD        | 72,617        | 69,544          | 0            | 0         | 0        | 343               | 0                   | 0                    | 0                   | 0                 | 2,730         |
| CARLSON, JEFFREY            | NRD        | 113,519       | 106,184         | 0            | 3,184     | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 4,150         |
| DODD, JOANNE                | NRD        | 59,096        | 56,381          | 520          | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 2,195         |
| JOHNSEN, JONATHAN           | NRD        | 104,999       | 94,232          | 0            | 1,926     | 1,996    | 3,007             | 0                   | 0                    | 0                   | 0                 | 3,839         |
| MINELLA, JOSEPH             | NRD        | 27,126        | 25,913          | 0            | 0         | 0        | 221               | 0                   | 0                    | 0                   | 0                 | 993           |
| MURPHY, VINCENT             | NRD        | 42,893        | 41,609          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 1,284         |
| RILEY, TARA                 | NRD        | 100,372       | 94,217          | 0            | 1,901     | 0        | 541               | 0                   | 0                    | 0                   | 0                 | 3,714         |
| SHAW, KAITLYN               | NRD        | 59,694        | 59,336          | 0            | 0         | 358      | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| BERRY, DAVID                | NRD SEAS   | 16,029        | 16,029          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| BILEK, MICHAEL              | NRD SEAS   | 528           | 528             | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| HIGGINS, ALISON             | NRD SEAS   | 11,286        | 11,286          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| KOSTER, KATHERINE           | NRD SEAS   | 9,323         | 9,323           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| ROBINSON, CATHERINE         | NRD SEAS   | 8,823         | 8,823           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| CLARKSON, CINDY             | NRTA       | 61,387        | 57,837          | 0            | 1,775     | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 1,775         |
| LEARY, PAULA                | NRTA       | 98,339        | 89,204          | 0            | 4,568     | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 4,568         |
| BASSANO, JOAN               | NRTA SEAS  | 5,728         | 5,728           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| CARROL, ROXANNE             | NRTA SEAS  | 4,954         | 4,954           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| ELDRIDGE, CAROL             | NRTA SEAS  | 7,295         | 7,295           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| HAYWOOD, NETRIA             | NRTA SEAS  | 2,792         | 2,792           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| KOSCIUK, CYNTHIA            | NRTA SEAS  | 4,230         | 4,230           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| MONTALBANO, MICHAEL         | NRTA SEAS  | 8,345         | 8,345           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| REZENDES, WILLIAM           | NRTA SEAS  | 744           | 744             | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| RIVERA, JOHN                | NRTA SEAS  | 3,266         | 3,266           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| WILSON, ANITA               | NRTA SEAS  | 618           | 618             | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| ARAUJO, SANDRA BEIRUTE      | OIH        | 57,805        | 54,047          | 0            | 2,751     | 265      | 303               | 0                   | 0                    | 0                   | 0                 | 440           |
| ATTAPREYANGKUL, TUKI        | OIH        | 69,124        | 61,397          | 0            | 2,583     | 2,531    | 2,060             | 0                   | 0                    | 0                   | 0                 | 552           |
| BALESTER, SUSAN             | OIH        | 56,266        | 51,342          | 260          | 2,417     | 356      | 0                 | 0                   | 0                    | 0                   | 0                 | 1,891         |
| BAPTISTE, ANN MARIE         | OIH        | 9,720         | 9,720           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| BARRETT, SHEILA             | OIH        | 59,091        | 53,256          | 0            | 2,771     | 58       | 2,561             | 0                   | 0                    | 0                   | 0                 | 444           |
| BEAL, TEAL                  | OIH        | 60,341        | 47,491          | 0            | 0         | 8,819    | 2,304             | 0                   | 0                    | 0                   | 0                 | 1,728         |
| BECHTOLD, DEBRA             | OIH        | 31,025        | 31,025          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| BELL-THOMPSON, ANNETTE      | OIH        | 3,052         | 3,052           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| BENNETTE, MARIE             | OIH        | 46,941        | 43,509          | 0            | 0         | 1,414    | 1,628             | 0                   | 0                    | 0                   | 0                 | 391           |

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| EMPLOYEE NAME          | DEPARTMENT | GROSS<br>WAGE | REGULAR<br>WAGE | CERT<br>EDUC | LONGEVITY | OVERTIME | HOLIDAY<br>WORKED | 3rd PARTY<br>DETAIL | FIRE CALL<br>AMB EMT | STIPEND<br>COACHING | WWCO<br>MERIT PAY | OTHER<br>PAY* |
|------------------------|------------|---------------|-----------------|--------------|-----------|----------|-------------------|---------------------|----------------------|---------------------|-------------------|---------------|
| BHANDARI, BANDANA      | OIH        | 20,606        | 19,815          | 0            | 0         | 272      | 241               | 0                   | 0                    | 0                   | 0                 | 277           |
| BLOISE-SMITH, BRIDGETT | OIH        | 68,089        | 60,305          | 0            | 2,565     | 1,774    | 2,928             | 0                   | 0                    | 0                   | 0                 | 518           |
| BOSWELL, BERNARD       | OIH        | 15,874        | 14,615          | 0            | 0         | 800      | 0                 | 0                   | 0                    | 0                   | 0                 | 459           |
| BOYNTON, KATELYN       | OIH        | 6,771         | 6,682           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 90            |
| BRERETON, VIRGINIA     | OIH        | 73,739        | 66,991          | 0            | 3,230     | 963      | 2,104             | 0                   | 0                    | 0                   | 0                 | 452           |
| COFFMAN, KELLIE        | OIH        | 65,233        | 59,937          | 0            | 0         | 2,778    | 181               | 0                   | 0                    | 0                   | 0                 | 2,337         |
| CORREIA, KAREN         | OIH        | 80,317        | 74,421          | 0            | 2,875     | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 3,021         |
| DARGIE, PATRICIA       | OIH        | 109,064       | 100,298         | 0            | 4,243     | 578      | 0                 | 0                   | 0                    | 0                   | 0                 | 3,944         |
| DAWKINS, JULIET        | OIH        | 50,615        | 47,151          | 0            | 750       | 1,341    | 864               | 0                   | 0                    | 0                   | 0                 | 510           |
| DAY, RACHEL            | OIH        | 124,737       | 115,610         | 0            | 0         | 0        | 0                 | 0                   | 0                    | 9,039               | 0                 | 88            |
| ELLIS-USHER, MARVETTE  | OIH        | 98,445        | 63,195          | 0            | 1,896     | 29,016   | 3,645             | 0                   | 0                    | 0                   | 0                 | 693           |
| FLAHERTY, KERRI        | OIH        | 72,223        | 57,752          | 0            | 1,828     | 3,588    | 2,521             | 0                   | 0                    | 6,000               | 0                 | 535           |
| FRANCIS, HEATHER       | OIH        | 148,952       | 116,708         | 0            | 0         | 1,300    | 902               | 0                   | 0                    | 0                   | 0                 | 30,042        |
| GREEN, CORDIA          | OIH        | 39,278        | 32,982          | 0            | 0         | 4,526    | 1,269             | 0                   | 0                    | 0                   | 0                 | 501           |
| GRIMES, LILIAN         | OIH        | 40,691        | 38,055          | 0            | 1,175     | 146      | 1,001             | 0                   | 0                    | 0                   | 0                 | 313           |
| HARRISON, JACQUELINE   | OIH        | 79,768        | 64,124          | 0            | 2,498     | 10,944   | 1,595             | 0                   | 0                    | 0                   | 0                 | 607           |
| HAYE, NADENE           | OIH        | 92,254        | 72,178          | 0            | 3,059     | 11,882   | 3,017             | 0                   | 0                    | 0                   | 0                 | 2,117         |
| HILST, TAYLOR          | OIH        | 72,658        | 69,766          | 0            | 0         | 150      | 0                 | 0                   | 0                    | 0                   | 0                 | 2,742         |
| KIEFFER, ERIKA         | OIH        | 47,454        | 43,790          | 0            | 2,257     | 0        | 1,040             | 0                   | 0                    | 0                   | 0                 | 367           |
| KING, DONNA            | OIH        | 83,730        | 59,672          | 0            | 1,874     | 18,762   | 1,330             | 0                   | 0                    | 0                   | 0                 | 2,091         |
| KING, EDWARD           | OIH        | 87,549        | 82,670          | 0            | 1,645     | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 3,234         |
| KINNEY, COLLEEN        | OIH        | 54,187        | 48,625          | 0            | 1,740     | 862      | 2,408             | 0                   | 0                    | 0                   | 0                 | 552           |
| KOPECKI, ERIN          | OIH        | 20,140        | 20,140          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| KOYL, NANCY            | OIH        | 112,334       | 81,153          | 0            | 2,384     | 24,567   | 1,325             | 0                   | 0                    | 0                   | 0                 | 2,905         |
| KYOMITMAITEE, MANEEWAN | OIH        | 60,027        | 53,755          | 0            | 1,686     | 826      | 3,299             | 0                   | 0                    | 0                   | 0                 | 461           |
| LAWRENCE, YOLANDA      | OIH        | 13,938        | 12,942          | 0            | 0         | 0        | 780               | 0                   | 0                    | 0                   | 0                 | 217           |
| LEMUS, MARIA           | OIH        | 98,981        | 69,378          | 0            | 0         | 23,158   | 4,348             | 0                   | 0                    | 0                   | 0                 | 2,097         |
| LENNERTON, BRETT       | OIH        | 131,974       | 114,974         | 0            | 0         | 0        | 0                 | 0                   | 0                    | 12,000              | 0                 | 5,000         |
| LINDLEY, ANN           | OIH        | 1,494         | 0               | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 1,494         |
| LOWE, AVRIL            | OIH        | 39,896        | 36,847          | 0            | 0         | 1,282    | 1,396             | 0                   | 0                    | 0                   | 0                 | 371           |
| LYTTLE-LIBURD, SOPHIA  | OIH        | 102,919       | 63,342          | 0            | 1,939     | 32,719   | 4,163             | 0                   | 0                    | 0                   | 0                 | 757           |
| MACVICAR-FISKE, LAURIE | OIH        | 74,949        | 62,460          | 0            | 1,945     | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 10,544        |
| MASON, JESSICA         | OIH        | 82,049        | 63,612          | 0            | 2,606     | 13,159   | 2,061             | 0                   | 0                    | 0                   | 0                 | 611           |
| MATSON, CAROL          | OIH        | 94,632        | 73,518          | 0            | 3,874     | 13,410   | 1,837             | 0                   | 0                    | 0                   | 0                 | 1,993         |
| MAXWELL, KATHLEEN      | OIH        | 63,524        | 59,974          | 0            | 1,185     | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 2,364         |
| MULVEY, LISA           | OIH        | 30,668        | 29,894          | 0            | 0         | 0        | 774               | 0                   | 0                    | 0                   | 0                 | 0             |
| NIRAULA, LAXMI         | OIH        | 46,948        | 41,146          | 0            | 0         | 1,731    | 2,172             | 0                   | 0                    | 0                   | 0                 | 1,899         |
| PARKINSON, AVIA        | OIH        | 48,072        | 41,787          | 0            | 1,889     | 1,774    | 2,059             | 0                   | 0                    | 0                   | 0                 | 563           |
| PASK, JENNIFER         | OIH        | 59,020        | 53,331          | 0            | 1,709     | 288      | 3,238             | 0                   | 0                    | 0                   | 0                 | 454           |
| PATTON, MARY           | OIH        | 57,318        | 46,483          | 0            | 2,536     | 6,005    | 1,065             | 0                   | 0                    | 0                   | 0                 | 1,229         |
| PAUDEL, YASHUDA        | OIH        | 67            | 67              | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| PERALES, CARLOS        | OIH        | 53,079        | 51,793          | 0            | 0         | 256      | 562               | 0                   | 0                    | 0                   | 0                 | 468           |
| PERRIN, NOVA           | OIH        | 1,861         | 1,861           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| PHILLIPS, FERNELLA     | OIH        | 51,601        | 48,267          | 0            | 1,915     | 432      | 605               | 0                   | 0                    | 0                   | 0                 | 383           |
| PICHETTE, SAMANTHA     | OIH        | 57,278        | 51,293          | 0            | 0         | 2,763    | 2,706             | 0                   | 0                    | 0                   | 0                 | 516           |
| REED, STORMY           | OIH        | 59,569        | 54,159          | 0            | 2,216     | 622      | 2,122             | 0                   | 0                    | 0                   | 0                 | 450           |
| REID, EVADNE           | OIH        | 67,394        | 54,298          | 0            | 0         | 10,945   | 1,665             | 0                   | 0                    | 0                   | 0                 | 487           |
| REZENDES, SUSAN        | OIH        | 53,746        | 51,477          | 0            | 0         | 603      | 100               | 0                   | 0                    | 0                   | 0                 | 1,566         |
| RICKETTS, DENISE       | OIH        | 70,742        | 63,340          | 0            | 2,604     | 2,181    | 2,083             | 0                   | 0                    | 0                   | 0                 | 534           |

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| <u>EMPLOYEE NAME</u>   | <u>DEPARTMENT</u> | <u>GROSS<br/>WAGE</u> | <u>REGULAR<br/>WAGE</u> | <u>CERT<br/>EDUC</u> | <u>LONGEVITY</u> | <u>OVERTIME</u> | <u>HOLIDAY<br/>WORKED</u> | <u>3rd PARTY<br/>DETAIL</u> | <u>FIRE CALL<br/>AMB EMT</u> | <u>STIPEND<br/>COACHING</u> | <u>WWCO<br/>MERIT PAY</u> | <u>OTHER<br/>PAY*</u> |
|------------------------|-------------------|-----------------------|-------------------------|----------------------|------------------|-----------------|---------------------------|-----------------------------|------------------------------|-----------------------------|---------------------------|-----------------------|
| RILEY, AARON           | OIH               | 48,376                | 47,405                  | 0                    | 0                | 294             | 303                       | 0                           | 0                            | 0                           | 0                         | 374                   |
| RODRIGUEZ, LYNDY       | OIH               | 46,305                | 38,628                  | 0                    | 750              | 4,591           | 1,781                     | 0                           | 0                            | 0                           | 0                         | 555                   |
| ROSS, DANIEL           | OIH               | 52,411                | 47,791                  | 0                    | 0                | 981             | 1,709                     | 0                           | 0                            | 0                           | 0                         | 1,930                 |
| ROWE THOMAS, KEREN     | OIH               | 83,366                | 60,302                  | 0                    | 1,902            | 16,921          | 3,642                     | 0                           | 0                            | 0                           | 0                         | 600                   |
| RYDER, ELLEN           | OIH               | 68,253                | 60,902                  | 0                    | 3,132            | 1,388           | 2,320                     | 0                           | 0                            | 0                           | 0                         | 511                   |
| SANDERS, GLORIA        | OIH               | 4,836                 | 4,836                   | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| SANDOVAL, ANA ISABEL   | OIH               | 26,637                | 24,876                  | 0                    | 0                | 0               | 1,403                     | 0                           | 0                            | 0                           | 0                         | 358                   |
| SOUZA, SHERRY          | OIH               | 67,431                | 58,706                  | 0                    | 3,093            | 1,820           | 3,314                     | 0                           | 0                            | 0                           | 0                         | 499                   |
| STANLEY, SHANYA        | OIH               | 23,335                | 21,791                  | 0                    | 0                | 308             | 769                       | 0                           | 0                            | 0                           | 0                         | 467                   |
| THAIRAT, MATUROD       | OIH               | 59,353                | 53,928                  | 0                    | 1,707            | 401             | 2,403                     | 0                           | 0                            | 0                           | 0                         | 914                   |
| WALLACE, SEVILLE       | OIH               | 25,349                | 22,175                  | 0                    | 0                | 2,125           | 583                       | 0                           | 0                            | 0                           | 0                         | 466                   |
| WALL-KERWIN, MICHELLE  | OIH               | 20,139                | 19,524                  | 0                    | 0                | 143             | 472                       | 0                           | 0                            | 0                           | 0                         | 0                     |
| WARBURTON-ELLIS, CAROL | OIH               | 34,025                | 26,408                  | 0                    | 0                | 5,807           | 1,559                     | 0                           | 0                            | 0                           | 0                         | 251                   |
| WEDDERBURN, SARI       | OIH               | 56,022                | 49,498                  | 0                    | 0                | 4,464           | 1,072                     | 0                           | 0                            | 0                           | 0                         | 989                   |
| WHEATLEY, SASHANA      | OIH               | 21,031                | 20,214                  | 0                    | 0                | 499             | 0                         | 0                           | 0                            | 0                           | 0                         | 318                   |
| ANCERO, CATHERINE      | PLUS              | 85,019                | 73,098                  | 0                    | 3,014            | 5,844           | 0                         | 0                           | 0                            | 0                           | 0                         | 3,063                 |
| ANTONIETTI, ELEANOR    | PLUS              | 86,530                | 79,637                  | 0                    | 0                | 3,660           | 0                         | 0                           | 0                            | 0                           | 0                         | 3,233                 |
| BACKUS, HOLLY          | PLUS              | 67,117                | 64,280                  | 0                    | 0                | 100             | 0                         | 0                           | 0                            | 0                           | 0                         | 2,736                 |
| BARRY, JAMES           | PLUS              | 90,290                | 86,504                  | 0                    | 0                | 328             | 0                         | 0                           | 0                            | 0                           | 0                         | 3,457                 |
| BELANGER, PAUL         | PLUS              | 5,163                 | 5,163                   | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| BENNETT, DOUGLAS       | PLUS              | 89,944                | 86,538                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 3,405                 |
| BURNS, THOMAS          | PLUS              | 120,785               | 108,340                 | 525                  | 4,304            | 3,275           | 0                         | 0                           | 0                            | 0                           | 0                         | 4,342                 |
| BUTLER, STEPHEN        | PLUS              | 137,663               | 115,278                 | 540                  | 4,269            | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 17,577                |
| CARROLL, BRENDAN       | PLUS              | 4,749                 | 4,749                   | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| FLYNN, CATHERINE       | PLUS              | 70,700                | 60,167                  | 0                    | 0                | 7,861           | 0                         | 0                           | 0                            | 0                           | 0                         | 2,672                 |
| HEDDEN, JOHN           | PLUS              | 82,324                | 77,088                  | 0                    | 0                | 2,189           | 0                         | 0                           | 0                            | 0                           | 0                         | 3,047                 |
| HOLLAND, HUDSON        | PLUS              | 96,784                | 85,733                  | 0                    | 0                | 7,526           | 0                         | 0                           | 0                            | 0                           | 0                         | 3,525                 |
| HULL, GEORGE           | PLUS              | 90,534                | 86,623                  | 0                    | 0                | 1,316           | 0                         | 0                           | 0                            | 0                           | 0                         | 2,595                 |
| HULL, KAREN            | PLUS              | 71,029                | 63,107                  | 0                    | 3,835            | 1,356           | 0                         | 0                           | 0                            | 0                           | 0                         | 2,731                 |
| MCCARTHY, KADEEM       | PLUS              | 18,320                | 17,620                  | 0                    | 0                | 115             | 0                         | 0                           | 0                            | 0                           | 0                         | 585                   |
| MORASH, JEFFREY        | PLUS              | 25,013                | 24,713                  | 0                    | 0                | 300             | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| NOLL, ALAN             | PLUS              | 135,353               | 125,690                 | 1,560                | 2,476            | 739             | 0                         | 0                           | 0                            | 0                           | 0                         | 4,888                 |
| O'BRIEN, JACQUELYN     | PLUS              | 63,131                | 59,563                  | 0                    | 0                | 1,202           | 0                         | 0                           | 0                            | 0                           | 0                         | 2,366                 |
| SILVERSTEIN, MARCUS    | PLUS              | 101,542               | 94,088                  | 0                    | 3,766            | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 3,688                 |
| SINATRA, LAUREN        | PLUS              | 80,517                | 77,193                  | 0                    | 0                | 283             | 0                         | 0                           | 0                            | 0                           | 0                         | 3,041                 |
| SNELL, LESLIE          | PLUS              | 131,472               | 131,003                 | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 470                   |
| STONE, CAMERON         | PLUS              | 17,267                | 16,703                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 564                   |
| STRANG, DORIS          | PLUS              | 32,600                | 32,178                  | 300                  | 0                | 121             | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| TRUDEL, MEGAN          | PLUS              | 49,460                | 47,554                  | 0                    | 0                | 419             | 0                         | 0                           | 0                            | 0                           | 0                         | 1,486                 |
| VORCE, ANDREW          | PLUS              | 143,029               | 142,962                 | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 67                    |
| ANDERSON, DANIEL       | POLICE            | 43,425                | 29,019                  | 508                  | 0                | 2,404           | 0                         | 11,494                      | 0                            | 0                           | 0                         | 0                     |
| COOK, MICHAEL          | POLICE            | 67,939                | 56,819                  | 877                  | 0                | 8,899           | 0                         | 1,344                       | 0                            | 0                           | 0                         | 0                     |
| DESMOND, CONOR         | POLICE            | 54,639                | 46,963                  | 415                  | 0                | 745             | 0                         | 6,496                       | 0                            | 0                           | 0                         | 20                    |
| GIACALONE, MEGHAN      | POLICE            | 68,433                | 28,960                  | 0                    | 0                | 699             | 0                         | 38,774                      | 0                            | 0                           | 0                         | 0                     |
| JOURNET, ERIK          | POLICE            | 123,884               | 60,631                  | 1,200                | 0                | 15,344          | 0                         | 46,534                      | 0                            | 0                           | 0                         | 176                   |
| MACK, JEROME           | POLICE            | 114,768               | 85,691                  | 8,086                | 4,020            | 409             | 0                         | 16,562                      | 0                            | 0                           | 0                         | 0                     |
| MASON, JACQUELYN       | POLICE            | 120,563               | 79,837                  | 1,200                | 1,459            | 14,837          | 0                         | 23,231                      | 0                            | 0                           | 0                         | 0                     |
| MILICI, MICHAEL        | POLICE            | 45,203                | 44,534                  | 415                  | 0                | 253             | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| TERINO, NICHOLAS       | POLICE            | 27,136                | 19,696                  | 0                    | 0                | 656             | 0                         | 6,783                       | 0                            | 0                           | 0                         | 0                     |

\*Other pay is retro, FLSA or required accrual pay.

| EMPLOYEE NAME          | DEPARTMENT | GROSS<br>WAGE | REGULAR<br>WAGE | CERT<br>EDUC | LONGEVITY | OVERTIME | HOLIDAY<br>WORKED | 3rd PARTY<br>DETAIL | FIRE CALL<br>AMB EMT | STIPEND<br>COACHING | WWCO<br>MERIT PAY | OTHER<br>PAY* |
|------------------------|------------|---------------|-----------------|--------------|-----------|----------|-------------------|---------------------|----------------------|---------------------|-------------------|---------------|
| TOVET, CATHERINE       | POLICE     | 81,736        | 75,757          | 520          | 2,289     | 199      | 0                 | 0                   | 0                    | 0                   | 0                 | 2,971         |
| BAXTER, AMY            | POLICE     | 72,983        | 71,576          | 0            | 0         | 1,353    | 0                 | 0                   | 0                    | 0                   | 0                 | 54            |
| BURNS, MELINDA         | POLICE     | 103,466       | 97,123          | 0            | 2,464     | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 3,880         |
| CARNEVALE, CHRISTOPHER | POLICE     | 98,655        | 89,407          | 4,355        | 3,921     | 748      | 0                 | 224                 | 0                    | 0                   | 0                 | 0             |
| CHRETIEN, JARED        | POLICE     | 169,082       | 104,514         | 9,858        | 3,921     | 41,716   | 0                 | 9,074               | 0                    | 0                   | 0                 | 0             |
| CIARMATARO, ANN        | POLICE     | 55,634        | 53,515          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 2,119         |
| CLINGER, SHEILA        | POLICE     | 93,546        | 85,325          | 1,560        | 2,958     | 545      | 0                 | 0                   | 0                    | 0                   | 0                 | 3,158         |
| CLINGER, THOMAS        | POLICE     | 126,267       | 108,483         | 5,048        | 5,096     | 7,640    | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| COAKLEY, BRENDAN       | POLICE     | 149,916       | 105,908         | 0            | 3,921     | 32,639   | 0                 | 7,448               | 0                    | 0                   | 0                 | 0             |
| COLASURDO, CHASE       | POLICE     | 26,664        | 20,242          | 0            | 0         | 430      | 0                 | 5,992               | 0                    | 0                   | 0                 | 0             |
| COYNE, ZACHARY         | POLICE     | 44,060        | 37,505          | 600          | 0         | 1,359    | 0                 | 4,480               | 0                    | 0                   | 0                 | 117           |
| DAVIS, MARIA           | POLICE     | 77,783        | 73,362          | 0            | 1,446     | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 2,975         |
| DISAIA, NICHOLAS       | POLICE     | 50,670        | 44,199          | 415          | 0         | 147      | 0                 | 5,810               | 0                    | 0                   | 0                 | 100           |
| DZVONIK, MARYNA        | POLICE     | 48,041        | 46,549          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 1,492         |
| FURTADO, DANIEL        | POLICE     | 179,357       | 107,134         | 9,858        | 3,921     | 50,724   | 0                 | 7,720               | 0                    | 0                   | 0                 | 0             |
| GALE, SUZANNE          | POLICE     | 97,309        | 84,550          | 0            | 3,830     | 2,775    | 0                 | 6,043               | 0                    | 0                   | 0                 | 110           |
| GIBSON, CHARLES        | POLICE     | 202,187       | 152,616         | 37,243       | 9,490     | 0        | 0                 | 2,838               | 0                    | 0                   | 0                 | 0             |
| GIRARD, DANIEL         | POLICE     | 80,318        | 52,736          | 882          | 0         | 14,648   | 0                 | 12,020              | 0                    | 0                   | 0                 | 31            |
| HARRINGTON, RICHARD    | POLICE     | 100,426       | 62,095          | 1,200        | 0         | 16,184   | 0                 | 20,857              | 0                    | 0                   | 0                 | 90            |
| HOLLIS JR, ROBERT      | POLICE     | 101,754       | 84,244          | 0            | 2,332     | 4,312    | 0                 | 10,866              | 0                    | 0                   | 0                 | 0             |
| IACOZZI, NICHOLAS      | POLICE     | 51,070        | 46,096          | 415          | 0         | 608      | 0                 | 3,850               | 0                    | 0                   | 0                 | 100           |
| JACKSON, BRYAN         | POLICE     | 48,403        | 34,521          | 554          | 0         | 3,080    | 0                 | 10,248              | 0                    | 0                   | 0                 | 0             |
| KELLY, CHRISTOPHER     | POLICE     | 101,252       | 75,506          | 1,200        | 1,411     | 18,781   | 0                 | 4,355               | 0                    | 0                   | 0                 | 0             |
| MACK, DANIEL           | POLICE     | 152,783       | 107,281         | 10,105       | 5,020     | 30,377   | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| MACVICAR, ANGUS        | POLICE     | 158,845       | 145,195         | 6,793        | 6,856     | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| MALO, TIMOTHY          | POLICE     | 52,747        | 46,219          | 415          | 0         | 2,081    | 0                 | 3,892               | 0                    | 0                   | 0                 | 140           |
| MANSFIELD, KEITH       | POLICE     | 119,967       | 89,384          | 7,955        | 4,081     | 10,116   | 0                 | 8,366               | 0                    | 0                   | 0                 | 66            |
| MARSHALL, KEVIN        | POLICE     | 150,356       | 103,637         | 4,865        | 4,562     | 35,265   | 0                 | 1,888               | 0                    | 0                   | 0                 | 139           |
| MASTRIANO, MICHAEL     | POLICE     | 98,553        | 74,550          | 1,200        | 0         | 11,311   | 0                 | 11,375              | 0                    | 0                   | 0                 | 117           |
| MCGINTY, CHRISTOPHER   | POLICE     | 30,513        | 21,480          | 0            | 0         | 477      | 0                 | 8,557               | 0                    | 0                   | 0                 | 0             |
| MCMULLEN, JANINE       | POLICE     | 132,401       | 102,909         | 9,618        | 2,869     | 11,626   | 0                 | 5,378               | 0                    | 0                   | 0                 | 0             |
| MORNEAU, BRETT         | POLICE     | 147,005       | 105,807         | 9,618        | 2,869     | 26,123   | 0                 | 2,588               | 0                    | 0                   | 0                 | 0             |
| MUHR, JOHN             | POLICE     | 136,033       | 89,579          | 0            | 4,081     | 28,885   | 0                 | 13,488              | 0                    | 0                   | 0                 | 0             |
| NOBLE, CAMILLE         | POLICE     | 6,201         | 6,201           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| OLSON, JAMES           | POLICE     | 7,560         | 7,560           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| PITTMAN, WILLIAM       | POLICE     | 191,917       | 171,288         | 20,153       | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 476           |
| RAY, TRAVIS            | POLICE     | 182,708       | 107,577         | 9,730        | 2,869     | 53,997   | 0                 | 8,396               | 0                    | 0                   | 0                 | 139           |
| ROCKETT, JOHN          | POLICE     | 175,284       | 104,518         | 9,618        | 2,869     | 40,586   | 0                 | 17,692              | 0                    | 0                   | 0                 | 0             |
| SCHWENK, AMANDA        | POLICE     | 96,465        | 73,727          | 1,200        | 0         | 10,766   | 0                 | 10,656              | 0                    | 0                   | 0                 | 117           |
| SHIELD, ROBERT         | POLICE     | 56,663        | 48,900          | 415          | 0         | 638      | 0                 | 6,670               | 0                    | 0                   | 0                 | 40            |
| THOMPSON, CASSANDRA    | POLICE     | 103,618       | 77,601          | 1,280        | 1,459     | 10,202   | 0                 | 13,076              | 0                    | 0                   | 0                 | 0             |
| TIRONE, JOSEPH         | POLICE     | 106,897       | 59,931          | 1,292        | 0         | 9,688    | 0                 | 35,803              | 0                    | 0                   | 0                 | 183           |
| WATKINS, DAVID         | POLICE     | 60,794        | 38,561          | 600          | 0         | 6,695    | 0                 | 8,071               | 0                    | 6,250               | 0                 | 617           |
| WITHERELL, DEREK       | POLICE     | 110,251       | 79,604          | 1,200        | 1,481     | 24,602   | 0                 | 3,364               | 0                    | 0                   | 0                 | 0             |
| BALDASSARI, JEFFREY    | POLICE CSO | 10,110        | 6,563           | 0            | 0         | 643      | 0                 | 2,904               | 0                    | 0                   | 0                 | 0             |
| BANNON, JOSEPH         | POLICE CSO | 9,943         | 7,000           | 0            | 0         | 39       | 0                 | 2,904               | 0                    | 0                   | 0                 | 0             |
| BARRY, NICHOLAS        | POLICE CSO | 19,338        | 13,283          | 0            | 0         | 708      | 0                 | 5,348               | 0                    | 0                   | 0                 | 0             |
| BRIZARD, GUIVENSON     | POLICE CSO | 33,692        | 16,807          | 0            | 0         | 402      | 0                 | 16,482              | 0                    | 0                   | 0                 | 0             |
| BROWN, STEPHEN         | POLICE CSO | 37,621        | 18,340          | 0            | 0         | 236      | 0                 | 19,045              | 0                    | 0                   | 0                 | 0             |

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| <u>EMPLOYEE NAME</u>   | <u>DEPARTMENT</u>  | <u>GROSS<br/>WAGE</u> | <u>REGULAR<br/>WAGE</u> | <u>CERT<br/>EDUC</u> | <u>LONGEVITY</u> | <u>OVERTIME</u> | <u>HOLIDAY<br/>WORKED</u> | <u>3rd PARTY<br/>DETAIL</u> | <u>FIRE CALL<br/>AMB EMT</u> | <u>STIPEND<br/>COACHING</u> | <u>WWCO<br/>MERIT PAY</u> | <u>OTHER<br/>PAY*</u> |
|------------------------|--------------------|-----------------------|-------------------------|----------------------|------------------|-----------------|---------------------------|-----------------------------|------------------------------|-----------------------------|---------------------------|-----------------------|
| CARAHER, CORY          | POLICE CSO         | 11,201                | 7,683                   | 0                    | 0                | 210             | 0                         | 3,308                       | 0                            | 0                           | 0                         | 0                     |
| CIANCIOLA, MELANIE     | POLICE CSO         | 11,643                | 9,100                   | 0                    | 0                | 263             | 0                         | 2,280                       | 0                            | 0                           | 0                         | 0                     |
| CLINGER, BENJAMIN      | POLICE CSO         | 9,242                 | 7,096                   | 0                    | 0                | 538             | 0                         | 1,608                       | 0                            | 0                           | 0                         | 0                     |
| DALY, ALLISON          | POLICE CSO         | 8,705                 | 7,140                   | 0                    | 0                | 197             | 0                         | 1,368                       | 0                            | 0                           | 0                         | 0                     |
| DICKINSON, KEVIN       | POLICE CSO         | 18,257                | 8,820                   | 0                    | 0                | 158             | 0                         | 9,279                       | 0                            | 0                           | 0                         | 0                     |
| DRAGON, DAKOTA         | POLICE CSO         | 12,260                | 8,640                   | 0                    | 0                | 402             | 0                         | 3,218                       | 0                            | 0                           | 0                         | 0                     |
| DUCE, FARRELL          | POLICE CSO         | 15,527                | 10,046                  | 0                    | 0                | 458             | 0                         | 5,024                       | 0                            | 0                           | 0                         | 0                     |
| GLICK, SARAH           | POLICE CSO         | 35,400                | 19,968                  | 0                    | 0                | 234             | 0                         | 15,198                      | 0                            | 0                           | 0                         | 0                     |
| HALL, SHELBY           | POLICE CSO         | 12,916                | 8,803                   | 0                    | 0                | 433             | 0                         | 3,680                       | 0                            | 0                           | 0                         | 0                     |
| LACROIX, RILEY         | POLICE CSO         | 12,749                | 9,100                   | 0                    | 0                | 433             | 0                         | 3,216                       | 0                            | 0                           | 0                         | 0                     |
| LEMIEUX, CONNOR        | POLICE CSO         | 21,292                | 14,467                  | 0                    | 0                | 69              | 0                         | 6,756                       | 0                            | 0                           | 0                         | 0                     |
| MARTIN, DANIEL         | POLICE CSO         | 26,846                | 16,521                  | 0                    | 0                | 194             | 0                         | 10,132                      | 0                            | 0                           | 0                         | 0                     |
| MCMILLAN, JOHN         | POLICE CSO         | 14,384                | 8,960                   | 0                    | 0                | 368             | 0                         | 5,056                       | 0                            | 0                           | 0                         | 0                     |
| MCNEILLY, ANDREW       | POLICE CSO         | 12,860                | 8,820                   | 0                    | 0                | 656             | 0                         | 3,384                       | 0                            | 0                           | 0                         | 0                     |
| MOORE, KOBIE           | POLICE CSO         | 23,390                | 15,386                  | 0                    | 0                | 26              | 0                         | 7,977                       | 0                            | 0                           | 0                         | 0                     |
| NUNN, GUNNER           | POLICE CSO         | 9,169                 | 6,440                   | 0                    | 0                | 656             | 0                         | 2,073                       | 0                            | 0                           | 0                         | 0                     |
| O'KEEFE, KAYLA         | POLICE CSO         | 13,804                | 7,941                   | 0                    | 0                | 347             | 0                         | 5,516                       | 0                            | 0                           | 0                         | 0                     |
| PARADIE, JOSHUA        | POLICE CSO         | 9,063                 | 6,300                   | 0                    | 0                | 459             | 0                         | 2,304                       | 0                            | 0                           | 0                         | 0                     |
| PRATT, SEAN            | POLICE CSO         | 35,170                | 16,494                  | 0                    | 0                | 315             | 0                         | 18,361                      | 0                            | 0                           | 0                         | 0                     |
| ROBERTS, NICHOLAS      | POLICE CSO         | 5,939                 | 4,736                   | 0                    | 0                | 291             | 0                         | 912                         | 0                            | 0                           | 0                         | 0                     |
| TYROS, DEREK           | POLICE CSO         | 11,310                | 8,094                   | 0                    | 0                | 0               | 0                         | 3,216                       | 0                            | 0                           | 0                         | 0                     |
| WHITE, TIMOTHY         | POLICE CSO         | 9,181                 | 6,921                   | 0                    | 0                | 420             | 0                         | 1,840                       | 0                            | 0                           | 0                         | 0                     |
| WRINN, BRITTANY        | POLICE CSO         | 27,221                | 16,161                  | 0                    | 0                | 564             | 0                         | 10,495                      | 0                            | 0                           | 0                         | 0                     |
| CONSIDINE, PATRICK     | POLICE DIS         | 65,401                | 55,673                  | 0                    | 0                | 2,571           | 0                         | 0                           | 0                            | 0                           | 0                         | 7,158                 |
| EGER-ANDERSEN, THERESA | POLICE DIS         | 83,303                | 70,209                  | 0                    | 1,368            | 2,890           | 0                         | 0                           | 0                            | 0                           | 0                         | 8,836                 |
| GOMES, CAIO            | POLICE DIS         | 61,554                | 51,664                  | 0                    | 0                | 3,834           | 0                         | 0                           | 0                            | 0                           | 0                         | 6,056                 |
| HAINEY, PATRICIA       | POLICE DIS         | 75,358                | 62,367                  | 0                    | 0                | 4,985           | 0                         | 0                           | 0                            | 0                           | 0                         | 8,006                 |
| KEVER, ERA             | POLICE DIS         | 75,189                | 61,397                  | 0                    | 0                | 6,688           | 0                         | 0                           | 0                            | 0                           | 0                         | 7,104                 |
| MOREIRA, JOAO          | POLICE DIS         | 73,158                | 61,117                  | 0                    | 0                | 4,212           | 0                         | 0                           | 0                            | 0                           | 0                         | 7,829                 |
| NORRIS, JESSICA        | POLICE DIS         | 87,116                | 74,213                  | 0                    | 1,436            | 2,294           | 0                         | 0                           | 0                            | 0                           | 0                         | 9,174                 |
| PEREZ, WENDY           | POLICE DIS         | 56,908                | 49,652                  | 0                    | 0                | 937             | 0                         | 0                           | 0                            | 0                           | 0                         | 6,319                 |
| REYNOLDS, CHRISTOPHER  | POLICE DIS         | 76,660                | 62,340                  | 0                    | 0                | 7,082           | 0                         | 0                           | 0                            | 0                           | 0                         | 7,237                 |
| SMITH, MEGAN           | POLICE DIS         | 87,407                | 74,462                  | 0                    | 1,446            | 3,733           | 0                         | 0                           | 0                            | 0                           | 0                         | 7,767                 |
| GARY, ARDIS            | POLICE IT          | 134,966               | 121,671                 | 0                    | 3,779            | 2,708           | 0                         | 0                           | 0                            | 0                           | 0                         | 6,808                 |
| ADAMS, JERRY           | POLICE SRO         | 9,182                 | 494                     | 0                    | 0                | 0               | 0                         | 8,688                       | 0                            | 0                           | 0                         | 0                     |
| ATCHISON, SEAN         | POLICE SRO         | 31,364                | 20,092                  | 0                    | 0                | 4,297           | 0                         | 6,975                       | 0                            | 0                           | 0                         | 0                     |
| BELSCHNER, TAYLOR      | POLICE SRO         | 5,906                 | 2,920                   | 0                    | 0                | 312             | 0                         | 2,674                       | 0                            | 0                           | 0                         | 0                     |
| CLAPP, ABIGAIL         | POLICE SRO         | 9,235                 | 5,248                   | 0                    | 0                | 1,691           | 0                         | 2,296                       | 0                            | 0                           | 0                         | 0                     |
| GANNON, SEAN           | POLICE SRO         | 51,499                | 24,325                  | 0                    | 0                | 9,008           | 0                         | 18,167                      | 0                            | 0                           | 0                         | 0                     |
| KUSTKA, PATRICK        | POLICE SRO         | 34,043                | 17,375                  | 0                    | 0                | 5,258           | 0                         | 11,031                      | 0                            | 0                           | 0                         | 380                   |
| BARRETT, ANNE          | PUBLIC HEALTH      | 83,107                | 75,477                  | 1,560                | 3,102            | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 2,968                 |
| CROWLEY, ARTELL        | PUBLIC HEALTH      | 121,682               | 109,825                 | 2,100                | 4,158            | 1,298           | 0                         | 0                           | 0                            | 0                           | 0                         | 4,301                 |
| LAFAVRE, KATHLEEN      | PUBLIC HEALTH      | 95,952                | 87,278                  | 1,560                | 3,473            | 17              | 133                       | 0                           | 0                            | 0                           | 0                         | 3,492                 |
| ROSS, HENRY            | PUBLIC HEALTH      | 34,080                | 34,080                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| SANTAMARIA, ROBERTO    | PUBLIC HEALTH      | 113,595               | 113,543                 | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 52                    |
| FLEGG, SKYE            | PUBLIC HEALTH SEAS | 2,071                 | 2,071                   | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| MURPHY, AMEILA         | PUBLIC HEALTH SEAS | 3,898                 | 3,898                   | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| BEAMISH, KIMBERLY      | ROD                | 100,235               | 94,117                  | 0                    | 2,841            | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 3,277                 |
| FERREIRA, JENNIFER     | ROD                | 106,212               | 106,212                 | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |

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| EMPLOYEE NAME                | DEPARTMENT | GROSS<br>WAGE | REGULAR<br>WAGE | CERT<br>EDUC | LONGEVITY | OVERTIME | HOLIDAY<br>WORKED | 3rd PARTY<br>DETAIL | FIRE CALL<br>AMB EMT | STIPEND<br>COACHING | WWCO<br>MERIT PAY | OTHER<br>PAY* |
|------------------------------|------------|---------------|-----------------|--------------|-----------|----------|-------------------|---------------------|----------------------|---------------------|-------------------|---------------|
| FURTADO, AMANDA              | ROD        | 50,638        | 48,819          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 1,819         |
| BRIDGES, JASON               | SB         | 4,625         | 4,625           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| FEE, MATTHEW                 | SB         | 3,500         | 3,500           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| HIGGINS, RITA                | SB         | 3,500         | 3,500           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| HILL-HOLDGATE, DAWN          | SB         | 3,875         | 3,875           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| KELLY, JAMES                 | SB         | 3,500         | 3,500           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| ABBOTT, MEGAN                | SCHOOL     | 83,238        | 81,238          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 2,000               | 0                 | 0             |
| ADAMS, KATHY                 | SCHOOL     | 64,328        | 64,328          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| ADAMS, VICTORIA              | SCHOOL     | 23,218        | 23,218          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| AHLBORN, JENNIFER            | SCHOOL     | 1,380         | 1,380           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| ALBERTSON, KIMBERLY          | SCHOOL     | 120,777       | 111,377         | 0            | 3,400     | 0        | 0                 | 0                   | 0                    | 6,000               | 0                 | 0             |
| ALDINGER, SUSAN              | SCHOOL     | 2,288         | 2,288           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| ALLEN, DOREEN                | SCHOOL     | 960           | 960             | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| ALMODOBAR, DARIAN            | SCHOOL     | 116,746       | 112,146         | 0            | 3,400     | 0        | 0                 | 0                   | 0                    | 1,200               | 0                 | 0             |
| ALOISI, LYNNE                | SCHOOL     | 103,998       | 102,998         | 0            | 1,000     | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| ALOISI, SAMUEL               | SCHOOL     | 7,131         | 0               | 0            | 0         | 0        | 0                 | 0                   | 0                    | 7,131               | 0                 | 0             |
| ALTMAN SHERMAN, ROBIN        | SCHOOL     | 45,500        | 45,500          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| ANCERO-ALLEN, CHRISTOPHER    | SCHOOL     | 17,700        | 17,511          | 0            | 0         | 189      | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| ANDREWS, KATHERINE           | SCHOOL     | 2,489         | 2,489           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| ANGUELOV, MARTIN             | SCHOOL     | 126,562       | 126,562         | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| ARENT, DREW                  | SCHOOL     | 3,500         | 0               | 0            | 0         | 0        | 0                 | 0                   | 0                    | 3,500               | 0                 | 0             |
| ARGUETA ZELAYA, DINA         | SCHOOL     | 2,828         | 2,828           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| AVERY, DEANNA SLAYTON        | SCHOOL     | 108,487       | 104,498         | 0            | 3,988     | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| AVRAMOVA, ZHANETA            | SCHOOL     | 540           | 540             | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| BAILEY, JAIME                | SCHOOL     | 44,182        | 44,182          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| BARALDI, ELIZABETH           | SCHOOL     | 20,748        | 16,748          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 4,000               | 0                 | 0             |
| BARDSLEY, AMANDA             | SCHOOL     | 108,177       | 106,677         | 0            | 0         | 0        | 0                 | 0                   | 0                    | 1,500               | 0                 | 0             |
| BARNES-HARRINGTON, MAEVE     | SCHOOL     | 41,265        | 40,154          | 0            | 1,110     | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| BARONE, JONATHAN             | SCHOOL     | 73,388        | 70,907          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 2,000               | 0                 | 481           |
| BARTLETT, SEANDA             | SCHOOL     | 100           | 100             | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| BASKETT, FRANCES             | SCHOOL     | 114,277       | 107,677         | 0            | 5,100     | 0        | 0                 | 0                   | 0                    | 1,500               | 0                 | 0             |
| BASTA, SHAUNNA               | SCHOOL     | 4,150         | 4,150           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| BAYBUTT, MARY LOUISE         | SCHOOL     | 64,328        | 64,328          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| BEAL, BRITTANY               | SCHOOL     | 62,055        | 61,655          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 400                 | 0                 | 0             |
| BEANS, JORDAN                | SCHOOL     | 16,068        | 15,918          | 0            | 0         | 150      | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| BEDELL, KATIE                | SCHOOL     | 50,534        | 50,457          | 0            | 0         | 77       | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| BELANGER, SUZANNE            | SCHOOL     | 36,165        | 36,165          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| BENCHEVA-FURNADZHEVA, MARINA | SCHOOL     | 24,080        | 24,080          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| BENSON, KATHLEEN             | SCHOOL     | 95,501        | 94,501          | 0            | 1,000     | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| BERRUET, JOYCE               | SCHOOL     | 2,000         | 2,000           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| BILLINGS, ALYSSA             | SCHOOL     | 104,171       | 102,998         | 0            | 1,173     | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| BISTANY, RENEE               | SCHOOL     | 1,060         | 1,060           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| BLASI, KATHERINE             | SCHOOL     | 41,724        | 39,787          | 0            | 937       | 0        | 0                 | 0                   | 0                    | 1,000               | 0                 | 0             |
| BORCHERT, CARL               | SCHOOL     | 869           | 869             | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| BORGES, KYLEE                | SCHOOL     | 3,393         | 3,393           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| BOYCHEV, DIMO                | SCHOOL     | 84,563        | 78,476          | 0            | 0         | 6,087    | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| BOYCHEVA, VERONIKA           | SCHOOL     | 83,617        | 83,617          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| BRADY, MICHELE               | SCHOOL     | 146,813       | 146,813         | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| BRANNIGAN, LESLIEANNE        | SCHOOL     | 8,108         | 8,108           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |

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|--------------------------|------------|---------------|-----------------|--------------|-----------|----------|-------------------|---------------------|----------------------|---------------------|-------------------|---------------|
| BRANNIGAN, MICHELLE      | SCHOOL     | 106,694       | 105,694         | 0            | 1,000     | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| BRANNIGAN, RICHARD       | SCHOOL     | 7,131         | 0               | 0            | 0         | 0        | 0                 | 0                   | 0                    | 7,131               | 0                 | 0             |
| BRIARD, DANIELLE         | SCHOOL     | 28,533        | 28,533          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| BRIGHENTI, MARY JOANN    | SCHOOL     | 2,980         | 2,980           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| BROOKS, SARA             | SCHOOL     | 65,617        | 65,617          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| BRUCHER, STEPHANIE       | SCHOOL     | 34,993        | 34,993          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| BRUNO, CATHLEEN          | SCHOOL     | 101,658       | 101,658         | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| BUCCHERI, PAUL           | SCHOOL     | 71,819        | 70,619          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 1,200               | 0                 | 0             |
| BUCKEY, JOHN             | SCHOOL     | 159,817       | 159,817         | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| BUTLER, KARLA            | SCHOOL     | 400           | 400             | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| CAIRES, SHANNON          | SCHOOL     | 64,328        | 64,328          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| CAMPBELL, BROOKE         | SCHOOL     | 850           | 850             | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| CAMPISI, JASON           | SCHOOL     | 55,097        | 54,504          | 0            | 0         | 593      | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| CARLSON, KARA            | SCHOOL     | 116,455       | 108,360         | 0            | 4,096     | 0        | 0                 | 0                   | 0                    | 4,000               | 0                 | 0             |
| CARNEY, MICHAEL          | SCHOOL     | 67,849        | 67,849          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| CARO, CELSO CHAVEZ       | SCHOOL     | 62,946        | 57,450          | 0            | 0         | 5,416    | 0                 | 0                   | 0                    | 0                   | 0                 | 80            |
| CASPE, JEANNE            | SCHOOL     | 3,390         | 3,390           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| CATON, CAROL             | SCHOOL     | 43,030        | 40,156          | 0            | 1,874     | 0        | 0                 | 0                   | 0                    | 1,000               | 0                 | 0             |
| CHITESTER, SHERRY        | SCHOOL     | 38,570        | 37,770          | 0            | 800       | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| CHUMAK, YULIYA           | SCHOOL     | 24,526        | 24,526          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| CHURNS, ANNE             | SCHOOL     | 1,250         | 1,250           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| CIVITARESE, LENA         | SCHOOL     | 48,247        | 48,247          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| CLARK, FREDERICK         | SCHOOL     | 6,166         | 6,080           | 0            | 0         | 86       | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| CLARK, JEANNE            | SCHOOL     | 105,491       | 101,991         | 0            | 1,500     | 0        | 0                 | 0                   | 0                    | 2,000               | 0                 | 0             |
| CLARKSON, EMILY          | SCHOOL     | 72,993        | 72,993          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| CLINGER, ALEXISSE        | SCHOOL     | 4,200         | 4,200           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| CLINGER, KAITLYN         | SCHOOL     | 540           | 540             | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| CLUNIE, CHARLES          | SCHOOL     | 84,881        | 75,700          | 0            | 0         | 9,180    | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| COBURN, LAURA            | SCHOOL     | 107,677       | 106,677         | 0            | 1,000     | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| COFFIN, DAUNA            | SCHOOL     | 112,045       | 111,045         | 0            | 1,000     | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| COHEN, PETER             | SCHOOL     | 142,758       | 142,758         | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| COLLINS, COURTNEY        | SCHOOL     | 23,987        | 23,987          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| COLLUM, JAIMIE           | SCHOOL     | 62,294        | 62,294          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| CONDON-MORLEY, BARBARA   | SCHOOL     | 78,863        | 78,863          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| CONNON, BARBARA          | SCHOOL     | 200           | 200             | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| COOKFAIR, SHANNON        | SCHOOL     | 19,903        | 19,903          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| COONEY, KELLY-ANN        | SCHOOL     | 131,950       | 131,950         | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| CORDONE, CASEY           | SCHOOL     | 70,867        | 70,867          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| COTHRAN, CHRIS           | SCHOOL     | 72,481        | 70,681          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 1,800               | 0                 | 0             |
| COWDEN, THEODORA         | SCHOOL     | 10,764        | 10,764          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| COZORT, WILLIAM          | SCHOOL     | 204,799       | 204,799         | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| CRITCHLEY, JEAN          | SCHOOL     | 118,018       | 108,918         | 0            | 5,100     | 0        | 0                 | 0                   | 0                    | 4,000               | 0                 | 0             |
| CROWLEY, ALICE           | SCHOOL     | 109,397       | 108,397         | 0            | 1,000     | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| CVETICH, MICHAEL         | SCHOOL     | 7,750         | 0               | 0            | 0         | 0        | 0                 | 0                   | 0                    | 7,750               | 0                 | 0             |
| DAUME, ELIZABETH         | SCHOOL     | 106,921       | 103,521         | 0            | 3,400     | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| DAVIDSON, ELIZABETH      | SCHOOL     | 102,941       | 95,141          | 0            | 5,100     | 0        | 0                 | 0                   | 0                    | 2,700               | 0                 | 0             |
| DAVIDSON-CHRISTIE, NANCY | SCHOOL     | 100,555       | 97,382          | 0            | 1,173     | 0        | 0                 | 0                   | 0                    | 2,000               | 0                 | 0             |
| DAVIS, CHARLES           | SCHOOL     | 104,158       | 101,158         | 0            | 1,000     | 0        | 0                 | 0                   | 0                    | 2,000               | 0                 | 0             |
| DAVIS, CHINA             | SCHOOL     | 26,211        | 26,211          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |

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|------------------------|-------------------|-----------------------|-------------------------|----------------------|------------------|-----------------|---------------------------|-----------------------------|------------------------------|-----------------------------|---------------------------|-----------------------|
| DAVIS, DEBORAH         | SCHOOL            | 106,358               | 105,358                 | 0                    | 1,000            | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| DAVIS, JESSICA         | SCHOOL            | 11,150                | 11,150                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| DAVIS, LEAH            | SCHOOL            | 500                   | 500                     | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| DAY, MICHAEL           | SCHOOL            | 5,407                 | 0                       | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 5,407                       | 0                         | 0                     |
| DAY, ROBERT            | SCHOOL            | 3,250                 | 0                       | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 3,250                       | 0                         | 0                     |
| D'ELIA, RICHELLE       | SCHOOL            | 103,998               | 102,998                 | 0                    | 1,000            | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| DERAS, FRANCISCO       | SCHOOL            | 85,537                | 74,678                  | 0                    | 0                | 10,859          | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| DEW, KAMERON           | SCHOOL            | 53,647                | 53,647                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| DIAZ, RODRIGO          | SCHOOL            | 3,000                 | 0                       | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 3,000                       | 0                         | 0                     |
| DONOVAN, DANIEL        | SCHOOL            | 100                   | 100                     | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| DOUGLAS, JESSICA       | SCHOOL            | 65,740                | 65,740                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| DRAGON, ALEXA          | SCHOOL            | 4,000                 | 0                       | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 4,000                       | 0                         | 0                     |
| DUKE, CALIN            | SCHOOL            | 4,518                 | 4,518                   | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| DURAND, DEVIN          | SCHOOL            | 63,800                | 63,800                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| DURAND, WILLIAM        | SCHOOL            | 42,120                | 42,120                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| EARLE, REBECCA         | SCHOOL            | 76,253                | 76,253                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| ECHEVERRIA, JACQUELINE | SCHOOL            | 106,889               | 105,089                 | 0                    | 1,000            | 0               | 0                         | 0                           | 0                            | 800                         | 0                         | 0                     |
| EDWARDS, JACQUELINE    | SCHOOL            | 100                   | 100                     | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| EDZWALD, STACEY        | SCHOOL            | 105,345               | 102,998                 | 0                    | 346              | 0               | 0                         | 0                           | 0                            | 2,000                       | 0                         | 0                     |
| EMACK, JANET           | SCHOOL            | 71,716                | 60,711                  | 0                    | 1,005            | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 10,000                |
| ERICHSEN, JENNIFER     | SCHOOL            | 121,881               | 121,751                 | 0                    | 0                | 130             | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| ERICHSEN, SARAH        | SCHOOL            | 52,576                | 50,933                  | 0                    | 0                | 142             | 0                         | 0                           | 0                            | 1,500                       | 0                         | 0                     |
| ERISMAN, ASHLEY        | SCHOOL            | 69,723                | 68,923                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 800                         | 0                         | 0                     |
| FALES, MARIA           | SCHOOL            | 38,233                | 37,123                  | 0                    | 1,000            | 110             | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| FALES, MEGAN           | SCHOOL            | 2,380                 | 2,380                   | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| FALES, TERRY           | SCHOOL            | 44,402                | 42,902                  | 0                    | 1,500            | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| FARRELL, DANIEL        | SCHOOL            | 69,263                | 66,763                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 2,500                       | 0                         | 0                     |
| FERRANTELLA, LINDA     | SCHOOL            | 95,719                | 94,219                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 1,500                       | 0                         | 0                     |
| FERREIRA, CHRISTOPHER  | SCHOOL            | 7,903                 | 0                       | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 7,903                       | 0                         | 0                     |
| FEY, JACQUELINE        | SCHOOL            | 110,498               | 103,398                 | 0                    | 5,100            | 0               | 0                         | 0                           | 0                            | 2,000                       | 0                         | 0                     |
| FOLEY, DAVID           | SCHOOL            | 23,288                | 23,288                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| FOSTER, COURTNEY       | SCHOOL            | 108,721               | 106,596                 | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 2,125                       | 0                         | 0                     |
| FOURNIER, ERNESTINA    | SCHOOL            | 99,671                | 99,671                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| FOX, ANTHONY           | SCHOOL            | 560                   | 560                     | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| FOX, KATHRYN           | SCHOOL            | 3,400                 | 3,400                   | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| FREDERICKS, AILEEN     | SCHOOL            | 65,617                | 65,617                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| FREED, KATE            | SCHOOL            | 3,420                 | 3,420                   | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| FREED, SAMANTHA        | SCHOOL            | 100                   | 100                     | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| FRONZUTO, SUZANNE      | SCHOOL            | 5,870                 | 5,870                   | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| FUSARO, ANASTASIA      | SCHOOL            | 68,130                | 68,130                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| GALLUGI, OLIVIA        | SCHOOL            | 36,158                | 31,083                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 5,075                       | 0                         | 0                     |
| GAMBERONI, RENEE       | SCHOOL            | 13,062                | 12,866                  | 0                    | 196              | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| GAMMILL, COREY         | SCHOOL            | 4,000                 | 0                       | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 4,000                       | 0                         | 0                     |
| GAMMONS, AMY           | SCHOOL            | 36,372                | 36,372                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| GARCIA, AMPHEMY        | SCHOOL            | 2,992                 | 2,992                   | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| GARDNER, GALEN         | SCHOOL            | 112,977               | 105,877                 | 0                    | 5,100            | 0               | 0                         | 0                           | 0                            | 2,000                       | 0                         | 0                     |
| GARRETTE, KATHRYN      | SCHOOL            | 520                   | 520                     | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| GARUFI, CHRISTIAN      | SCHOOL            | 14,615                | 14,615                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| GASHI, FLORIAN         | SCHOOL            | 3,000                 | 0                       | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 3,000                       | 0                         | 0                     |

\*Other pay is retro, FLSA or required accrual pay.

| <u>EMPLOYEE NAME</u>   | <u>DEPARTMENT</u> | <u>GROSS<br/>WAGE</u> | <u>REGULAR<br/>WAGE</u> | <u>CERT<br/>EDUC</u> | <u>LONGEVITY</u> | <u>OVERTIME</u> | <u>HOLIDAY<br/>WORKED</u> | <u>3rd PARTY<br/>DETAIL</u> | <u>FIRE CALL<br/>AMB EMT</u> | <u>STIPEND<br/>COACHING</u> | <u>WWCO<br/>MERIT PAY</u> | <u>OTHER<br/>PAY*</u> |
|------------------------|-------------------|-----------------------|-------------------------|----------------------|------------------|-----------------|---------------------------|-----------------------------|------------------------------|-----------------------------|---------------------------|-----------------------|
| GAULT, SARAH           | SCHOOL            | 99,321                | 99,321                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| GELLO, KARYN           | SCHOOL            | 56,154                | 54,154                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 2,000                       | 0                         | 0                     |
| GILES, JANET           | SCHOOL            | 101,521               | 101,521                 | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| GILGEN, ELISSA         | SCHOOL            | 101,821               | 99,321                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 2,500                       | 0                         | 0                     |
| GILGEN, RACHEL         | SCHOOL            | 480                   | 480                     | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| GILLILAND, IVY         | SCHOOL            | 11,548                | 11,548                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| GILSON, NANCY          | SCHOOL            | 27,682                | 26,682                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 1,000                       | 0                         | 0                     |
| GIRVIN, MICHAEL        | SCHOOL            | 106,221               | 100,821                 | 0                    | 3,400            | 0               | 0                         | 0                           | 0                            | 2,000                       | 0                         | 0                     |
| GOEGLEIN, ELISE        | SCHOOL            | 106,740               | 106,740                 | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| GONNELLA, MARK         | SCHOOL            | 36,725                | 36,725                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| GOTTLIEB, CLAIRE       | SCHOOL            | 15,593                | 15,593                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| GOTTLIEB, KAREN        | SCHOOL            | 111,421               | 104,321                 | 0                    | 5,100            | 0               | 0                         | 0                           | 0                            | 2,000                       | 0                         | 0                     |
| GRANT, SUSAN           | SCHOOL            | 72,993                | 72,993                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| GRAVES, DIANA          | SCHOOL            | 106,258               | 101,158                 | 0                    | 5,100            | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| GREGORICH, PATRICK     | SCHOOL            | 67,463                | 64,163                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 3,300                       | 0                         | 0                     |
| GROSS, NICOLE          | SCHOOL            | 71,744                | 70,494                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 1,250                       | 0                         | 0                     |
| GULLICKSEN, VICTORIA   | SCHOOL            | 34,829                | 33,629                  | 0                    | 1,200            | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| GURLEY-ARNOLD, JONELLE | SCHOOL            | 65,530                | 61,530                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 4,000                       | 0                         | 0                     |
| HAPEMAN, JESSICA       | SCHOOL            | 18,138                | 18,138                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| HARDING, PATRICIA      | SCHOOL            | 62,847                | 62,847                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| HARDY, JANE            | SCHOOL            | 55,916                | 53,916                  | 0                    | 2,000            | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| HARIMON, TANDI         | SCHOOL            | 40,168                | 38,168                  | 0                    | 1,000            | 0               | 0                         | 0                           | 0                            | 1,000                       | 0                         | 0                     |
| HARRINGTON, AMANDA     | SCHOOL            | 60,265                | 60,265                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| HARRINGTON, ANN        | SCHOOL            | 37,101                | 36,164                  | 0                    | 937              | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| HARRINGTON, NORA       | SCHOOL            | 2,380                 | 2,380                   | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| HASLER, CLAIRE         | SCHOOL            | 60,912                | 60,912                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| HAYES, ERIKA           | SCHOOL            | 800                   | 800                     | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| HAYFORD, SUSAN         | SCHOOL            | 44,327                | 42,921                  | 0                    | 1,406            | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| HAYFORD, YU YAN XU     | SCHOOL            | 101,158               | 101,158                 | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| HEAD, THERESA          | SCHOOL            | 8,877                 | 8,877                   | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| HEALY-WURZBURG, ALEXIS | SCHOOL            | 77,031                | 77,031                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| HEDBERG-SEITZ, MYKALA  | SCHOOL            | 63,282                | 57,532                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 5,750                       | 0                         | 0                     |
| HELD, JESSICA          | SCHOOL            | 76,574                | 76,574                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| HERNANDEZ, MELVIN      | SCHOOL            | 41,476                | 41,316                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 160                   |
| HICKMAN, REBECCA       | SCHOOL            | 103,998               | 102,998                 | 0                    | 1,000            | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| HICKSON, KATHLEEN      | SCHOOL            | 105,308               | 102,508                 | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 2,800                       | 0                         | 0                     |
| HINSON, AMY            | SCHOOL            | 73,899                | 73,899                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| HOLDGATE, BRIANNE      | SCHOOL            | 87,646                | 87,646                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| HOLDGATE, KATHERINE    | SCHOOL            | 3,210                 | 3,210                   | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| HOLDGATE, KRISTEN      | SCHOOL            | 82,260                | 80,760                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 1,500                       | 0                         | 0                     |
| HOLMES, MICHELLE       | SCHOOL            | 20,583                | 20,583                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| HOLTBakk, MAIKI        | SCHOOL            | 915                   | 283                     | 0                    | 7                | 0               | 0                         | 0                           | 0                            | 625                         | 0                         | 0                     |
| HOLTON-ROTH, SARAH     | SCHOOL            | 102,517               | 102,517                 | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| HOOD, LISA             | SCHOOL            | 107,091               | 101,991                 | 0                    | 5,100            | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| HORTON, MICHAEL        | SCHOOL            | 131,625               | 131,625                 | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| HORYN, KATHERINE       | SCHOOL            | 45,419                | 45,419                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| HUNT, MATTHEW          | SCHOOL            | 60,049                | 60,049                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| JACKSON, TAYLOR        | SCHOOL            | 15,975                | 1,900                   | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 14,075                |
| JOHNSEN, JOANNE        | SCHOOL            | 113,573               | 111,580                 | 0                    | 0                | 1,993           | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |

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| EMPLOYEE NAME        | DEPARTMENT | GROSS<br>WAGE | REGULAR<br>WAGE | CERT<br>EDUC | LONGEVITY | OVERTIME | HOLIDAY<br>WORKED | 3rd PARTY<br>DETAIL | FIRE CALL<br>AMB EMT | STIPEND<br>COACHING | WWCO<br>MERIT PAY | OTHER<br>PAY* |
|----------------------|------------|---------------|-----------------|--------------|-----------|----------|-------------------|---------------------|----------------------|---------------------|-------------------|---------------|
| JOHNSON, DONNA       | SCHOOL     | 108,064       | 108,064         | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| JOHNSON, STEPHANIE   | SCHOOL     | 105,208       | 102,958         | 0            | 1,500     | 0        | 0                 | 0                   | 0                    | 750                 | 0                 | 0             |
| JONES, FERNANDO      | SCHOOL     | 26,591        | 26,591          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| JONES, HELAINA       | SCHOOL     | 109,493       | 106,093         | 0            | 3,400     | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| JONES, PATRICIA      | SCHOOL     | 400           | 400             | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| JOSLIN, MADISON      | SCHOOL     | 1,140         | 1,140           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| KEARNS, SETH         | SCHOOL     | 100,821       | 100,821         | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| KESSLER, DONNA       | SCHOOL     | 90,784        | 88,872          | 0            | 1,364     | 0        | 0                 | 0                   | 0                    | 548                 | 0                 | 0             |
| KESSLER, ROBERT      | SCHOOL     | 25,572        | 24,981          | 0            | 591       | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| KINGSTON, JULIE      | SCHOOL     | 96,741        | 96,741          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| KNAPP, AMY           | SCHOOL     | 104,471       | 103,471         | 0            | 1,000     | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| KODAK, SAMANTHA      | SCHOOL     | 70,903        | 70,903          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| KOTALAC, MELANIE     | SCHOOL     | 200           | 200             | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| KREMER, MICHEL       | SCHOOL     | 49,957        | 49,957          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| KUBISCH, KIMBERLY    | SCHOOL     | 143,927       | 143,927         | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| KURATEK, JAMES       | SCHOOL     | 78,782        | 75,182          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 3,600               | 0                 | 0             |
| LAFAVRE, JULIETTE    | SCHOOL     | 35,024        | 35,024          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| LAFRENIERE, MONIQUE  | SCHOOL     | 67,433        | 65,888          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 1,000               | 0                 | 545           |
| LAMB, LAURA          | SCHOOL     | 38,710        | 38,210          | 0            | 500       | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| LAREDO, ALLYSON      | SCHOOL     | 9,275         | 9,275           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| LAREDO, JENNIFER     | SCHOOL     | 112,077       | 106,677         | 0            | 3,400     | 0        | 0                 | 0                   | 0                    | 2,000               | 0                 | 0             |
| LAREDO, STEVEN       | SCHOOL     | 106,258       | 101,158         | 0            | 5,100     | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| LATTER, CLAIRE       | SCHOOL     | 101,158       | 101,158         | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| LAVIN, SARAH         | SCHOOL     | 4,150         | 4,150           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| LEMAITRE, ANNE       | SCHOOL     | 103,563       | 98,463          | 0            | 5,100     | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| LEMUS, ANA           | SCHOOL     | 3,864         | 3,864           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| LEMUS, LUCIA         | SCHOOL     | 46,745        | 46,665          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 80            |
| LEPORE, CATHLEEN     | SCHOOL     | 75,325        | 69,990          | 0            | 3,335     | 0        | 0                 | 0                   | 0                    | 2,000               | 0                 | 0             |
| LEPORE, MEREDITH     | SCHOOL     | 25,448        | 25,448          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| LEWIS, JENNIFER      | SCHOOL     | 72,646        | 72,646          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| LINNELL, KATHRYN     | SCHOOL     | 41,355        | 41,355          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| LISTERNICK, CAROLINE | SCHOOL     | 64,099        | 64,099          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| LLOYD, JOSEPH        | SCHOOL     | 7,000         | 0               | 0            | 0         | 0        | 0                 | 0                   | 0                    | 7,000               | 0                 | 0             |
| LOMBARDI, ADRIENE    | SCHOOL     | 102,121       | 99,321          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 2,800               | 0                 | 0             |
| LOMBARDI, TRAVIS     | SCHOOL     | 66,383        | 66,383          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| LONDON, SARA         | SCHOOL     | 4,110         | 4,110           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| LONG, MELISSA        | SCHOOL     | 43,163        | 43,163          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| LOWELL, SHERRI       | SCHOOL     | 34,206        | 33,913          | 0            | 0         | 293      | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| LOWER, K JAMISON     | SCHOOL     | 11,500        | 0               | 0            | 0         | 0        | 0                 | 0                   | 0                    | 11,500              | 0                 | 0             |
| LUCAS, DARREN        | SCHOOL     | 62,294        | 62,294          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| LUCAS, WILL          | SCHOOL     | 68,556        | 68,556          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| LUCCHINI, JOHN       | SCHOOL     | 620           | 620             | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| MACDONALD, HEATHER   | SCHOOL     | 99,968        | 99,968          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| MACDONALD, LINDSEY   | SCHOOL     | 26,721        | 26,721          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| MACEACHERN, EVELYN   | SCHOOL     | 31,379        | 31,379          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| MACIVER, ERIN        | SCHOOL     | 109,331       | 101,158         | 0            | 1,173     | 0        | 0                 | 0                   | 0                    | 7,000               | 0                 | 0             |
| MACLELLAN, GEORGE    | SCHOOL     | 107,508       | 102,408         | 0            | 5,100     | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| MACLELLAN, GRACE     | SCHOOL     | 3,363         | 3,363           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| MACLELLAN, KARIN     | SCHOOL     | 41,037        | 41,037          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |

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| EMPLOYEE NAME             | DEPARTMENT | GROSS<br>WAGE | REGULAR<br>WAGE | CERT<br>EDUC | LONGEVITY | OVERTIME | HOLIDAY<br>WORKED | 3rd PARTY<br>DETAIL | FIRE CALL<br>AMB EMT | STIPEND<br>COACHING | WWCO<br>MERIT PAY | OTHER<br>PAY* |
|---------------------------|------------|---------------|-----------------|--------------|-----------|----------|-------------------|---------------------|----------------------|---------------------|-------------------|---------------|
| MACVICAR, MELISSA         | SCHOOL     | 100,321       | 99,321          | 0            | 1,000     | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| MADDEN, MOLLY             | SCHOOL     | 75,417        | 75,017          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 400                 | 0                 | 0             |
| MAHER, ANDREA             | SCHOOL     | 118,602       | 117,602         | 0            | 1,000     | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| MAHONEY, KEVIN            | SCHOOL     | 4,050         | 4,050           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| MAILLOUX, BARRY           | SCHOOL     | 57,553        | 57,473          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 80            |
| MAILLOUX, TRACY           | SCHOOL     | 110,858       | 102,658         | 0            | 3,400     | 0        | 0                 | 0                   | 0                    | 4,800               | 0                 | 0             |
| MAJANO, OSCAR             | SCHOOL     | 46,871        | 46,791          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 80            |
| MALLOY, MONIQUE           | SCHOOL     | 99,321        | 99,321          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| MALONE, DANIEL            | SCHOOL     | 4,355         | 4,355           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| MANEIKIS, SARAH           | SCHOOL     | 5,750         | 0               | 0            | 0         | 0        | 0                 | 0                   | 0                    | 5,750               | 0                 | 0             |
| MANGHIS, CHARLES          | SCHOOL     | 420           | 420             | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| MANGHIS, EVE              | SCHOOL     | 960           | 960             | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| MARTINEAU, MARTHA PAGE    | SCHOOL     | 102,158       | 101,158         | 0            | 1,000     | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| MASON, MERRILL            | SCHOOL     | 73,867        | 70,867          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 3,000               | 0                 | 0             |
| MAURY, ANN                | SCHOOL     | 111,527       | 108,127         | 0            | 3,400     | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| MAURY, CHRISTOPHER        | SCHOOL     | 136,913       | 129,782         | 0            | 0         | 0        | 0                 | 0                   | 0                    | 7,131               | 0                 | 0             |
| MAURY, ELIZABETH          | SCHOOL     | 5,194         | 0               | 0            | 0         | 0        | 0                 | 0                   | 0                    | 5,194               | 0                 | 0             |
| MAXWELL, SAMANTHA         | SCHOOL     | 56,487        | 56,487          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| MCCLURE, JEANNE           | SCHOOL     | 10,886        | 10,886          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| MCCOY, JAMIE              | SCHOOL     | 80,760        | 80,760          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| MCGUINNESS, BRIDGET       | SCHOOL     | 27,775        | 27,775          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| MCGUINNESS, JOHN          | SCHOOL     | 107,758       | 102,658         | 0            | 5,100     | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| MCGUINNESS, MARY          | SCHOOL     | 118,758       | 113,658         | 0            | 5,100     | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| MCLAUGHLIN, CAROL         | SCHOOL     | 36,231        | 35,905          | 0            | 0         | 326      | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| MCMASTER, SUSAN           | SCHOOL     | 8,040         | 8,040           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| MCNAMARA, MAUREEN         | SCHOOL     | 9,246         | 9,246           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| MCNEIL, EVELMARIE         | SCHOOL     | 138,040       | 138,040         | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| MCNEIL, GRACE             | SCHOOL     | 2,188         | 2,188           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| MEHLERT, PETER            | SCHOOL     | 5,194         | 0               | 0            | 0         | 0        | 0                 | 0                   | 0                    | 5,194               | 0                 | 0             |
| MELGAR DE ORELLANA, REINA | SCHOOL     | 43,233        | 43,119          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 114           |
| MELVILLE, JANE            | SCHOOL     | 65,417        | 65,417          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| MERLINI, KATY             | SCHOOL     | 97,450        | 94,450          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 3,000               | 0                 | 0             |
| MILLEN, RYAN              | SCHOOL     | 69,399        | 67,849          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 1,550               | 0                 | 0             |
| MINELLA, JOSEPH           | SCHOOL     | 45,419        | 45,419          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| MINICHELLO, ROSE          | SCHOOL     | 64,239        | 64,239          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| MLECZKO, JASON            | SCHOOL     | 70,773        | 70,773          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| MOONEY, KATHLEEN          | SCHOOL     | 104,158       | 101,158         | 0            | 1,000     | 0        | 0                 | 0                   | 0                    | 2,000               | 0                 | 0             |
| MOORE, DREW               | SCHOOL     | 28,471        | 28,471          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| MORAN, LORI               | SCHOOL     | 7,903         | 0               | 0            | 0         | 0        | 0                 | 0                   | 0                    | 7,903               | 0                 | 0             |
| MOSGROBER, JULIE          | SCHOOL     | 44,308        | 44,308          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| MOTLOANG, MASEEISO        | SCHOOL     | 469           | 469             | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| MUFFLY, CORINNE           | SCHOOL     | 87,646        | 87,646          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| MUISE, STACY              | SCHOOL     | 35,810        | 35,810          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| MULSON, DEREK             | SCHOOL     | 63,706        | 63,706          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| MURPHY, TAYLOR            | SCHOOL     | 80,394        | 78,394          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 2,000               | 0                 | 0             |
| MURRAY, LAUREN            | SCHOOL     | 69,699        | 69,699          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| MYERS, ERIN               | SCHOOL     | 420           | 420             | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| MYERS, GILLEAN            | SCHOOL     | 104,558       | 101,158         | 0            | 3,400     | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| MYETTE, LAUREN            | SCHOOL     | 18,590        | 18,590          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |

\*Other pay is retro, FLSA or required accrual pay.

| <u>EMPLOYEE NAME</u>          | <u>DEPARTMENT</u> | <u>GROSS<br/>WAGE</u> | <u>REGULAR<br/>WAGE</u> | <u>CERT<br/>EDUC</u> | <u>LONGEVITY</u> | <u>OVERTIME</u> | <u>HOLIDAY<br/>WORKED</u> | <u>3rd PARTY<br/>DETAIL</u> | <u>FIRE CALL<br/>AMB EMT</u> | <u>STIPEND<br/>COACHING</u> | <u>WWCO<br/>MERIT PAY</u> | <u>OTHER<br/>PAY*</u> |
|-------------------------------|-------------------|-----------------------|-------------------------|----------------------|------------------|-----------------|---------------------------|-----------------------------|------------------------------|-----------------------------|---------------------------|-----------------------|
| NASH, ZACIL                   | SCHOOL            | 11,758                | 11,758                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| NATCHEVA, VESSELA             | SCHOOL            | 101,158               | 101,158                 | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| NEWMAN, JENNAH                | SCHOOL            | 4,088                 | 4,088                   | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| NIELSEN, CARA                 | SCHOOL            | 34,845                | 34,845                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| NORMAND, JACLYN               | SCHOOL            | 63,350                | 63,350                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| NORTON, KATHRYN               | SCHOOL            | 102,208               | 102,208                 | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| NORTON, ROBERT                | SCHOOL            | 107,348               | 104,148                 | 0                    | 1,700            | 0               | 0                         | 0                           | 0                            | 1,500                       | 0                         | 0                     |
| O'BANION, LAURA               | SCHOOL            | 101,234               | 100,888                 | 0                    | 346              | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| O'BRIEN, TAYLOR               | SCHOOL            | 24,052                | 24,052                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| O'CONNOR, LOGAN               | SCHOOL            | 98,704                | 88,204                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 10,500                      | 0                         | 0                     |
| O'CONNOR, SCOTT               | SCHOOL            | 7,131                 | 0                       | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 7,131                       | 0                         | 0                     |
| O'KEEFE, BETH                 | SCHOOL            | 106,398               | 102,998                 | 0                    | 3,400            | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| O'KEEFE, TRACY                | SCHOOL            | 44,235                | 42,657                  | 0                    | 1,579            | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| OLSON, MICHELLE               | SCHOOL            | 109,727               | 107,927                 | 0                    | 1,000            | 0               | 0                         | 0                           | 0                            | 800                         | 0                         | 0                     |
| O'NEIL, DIANE                 | SCHOOL            | 132,665               | 132,665                 | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| ORELLANA-EGAN, IRENE          | SCHOOL            | 7,140                 | 7,140                   | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| OSONA, RAFAEL                 | SCHOOL            | 7,131                 | 0                       | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 7,131                       | 0                         | 0                     |
| PANCHY, PETER                 | SCHOOL            | 14,935                | 14,268                  | 0                    | 667              | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| PARSONS, MOIRA                | SCHOOL            | 55,312                | 55,312                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| PEARSON, JOHN                 | SCHOOL            | 3,000                 | 0                       | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 3,000                       | 0                         | 0                     |
| PERRY, DYLAN                  | SCHOOL            | 33,480                | 33,480                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| PERRY, JOSEPH                 | SCHOOL            | 87,790                | 78,219                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 9,571                       | 0                         | 0                     |
| PERRY, LAURA                  | SCHOOL            | 6,707                 | 6,707                   | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| PHANEUF, ANNE                 | SCHOOL            | 109,398               | 104,498                 | 0                    | 3,400            | 0               | 0                         | 0                           | 0                            | 1,500                       | 0                         | 0                     |
| PICHETTE-PRYCE, NIYA          | SCHOOL            | 17,356                | 17,072                  | 0                    | 0                | 284             | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| PIGNATO, KIMBERLY             | SCHOOL            | 99,321                | 99,321                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| PINEDA TEJADA, NORMA          | SCHOOL            | 42,867                | 42,788                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 80                    |
| PINEDA VIVAS, SAUL            | SCHOOL            | 51,580                | 51,501                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 80                    |
| POPOVA, SOFIYA                | SCHOOL            | 41,189                | 40,189                  | 0                    | 1,000            | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| POYANT, ANN                   | SCHOOL            | 52,653                | 52,653                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| PROCH, PAULINE                | SCHOOL            | 1,500                 | 0                       | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 1,500                       | 0                         | 0                     |
| PROCH, THOMAS                 | SCHOOL            | 65,576                | 64,576                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 1,000                       | 0                         | 0                     |
| PSARADELIS, JENNIFER          | SCHOOL            | 111,435               | 111,435                 | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| PSARADELIS, TIMOTHY           | SCHOOL            | 100,441               | 100,441                 | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| RAIMO, LAURA                  | SCHOOL            | 43,106                | 41,249                  | 0                    | 0                | 358             | 0                         | 0                           | 0                            | 1,500                       | 0                         | 0                     |
| RAITH, MORGAN                 | SCHOOL            | 17,961                | 17,961                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| RAMIREZ, JOSELINE             | SCHOOL            | 30,408                | 30,408                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| RAY, BONNIE                   | SCHOOL            | 65,017                | 59,683                  | 0                    | 3,335            | 0               | 0                         | 0                           | 0                            | 2,000                       | 0                         | 0                     |
| RAY, STEPHANIE                | SCHOOL            | 1,960                 | 1,960                   | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| REINEMO, ELIZABETH            | SCHOOL            | 108,977               | 106,677                 | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 2,300                       | 0                         | 0                     |
| REIS, ROBIN                   | SCHOOL            | 35,030                | 34,093                  | 0                    | 937              | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| REPPERT, BENJAMIN             | SCHOOL            | 10,289                | 10,265                  | 0                    | 0                | 24              | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| REPPERT, RIAN                 | SCHOOL            | 2,205                 | 2,205                   | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| REUSS, ASHLEY                 | SCHOOL            | 40,133                | 40,133                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| RICHARD-HARRINGTON, GABRIELLE | SCHOOL            | 69,093                | 69,093                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| RICHARDS, LAURIE              | SCHOOL            | 5,000                 | 0                       | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 5,000                       | 0                         | 0                     |
| RICHARDSON, MATTHEW           | SCHOOL            | 68,406                | 67,706                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 700                         | 0                         | 0                     |
| RIDGE, NICOLE                 | SCHOOL            | 77,438                | 77,438                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| RINGER, RANDOLPH              | SCHOOL            | 2,900                 | 2,900                   | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |

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| EMPLOYEE NAME          | DEPARTMENT | GROSS<br>WAGE | REGULAR<br>WAGE | CERT<br>EDUC | LONGEVITY | OVERTIME | HOLIDAY<br>WORKED | 3rd PARTY<br>DETAIL | FIRE CALL<br>AMB EMT | STIPEND<br>COACHING | WWCO<br>MERIT PAY | OTHER<br>PAY* |
|------------------------|------------|---------------|-----------------|--------------|-----------|----------|-------------------|---------------------|----------------------|---------------------|-------------------|---------------|
| RIVERA NUNEZ, MEYBEL   | SCHOOL     | 41,440        | 41,280          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 160           |
| ROBBINS, LORI          | SCHOOL     | 63,871        | 63,871          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| ROBERTS, NATHAN        | SCHOOL     | 7,131         | 0               | 0            | 0         | 0        | 0                 | 0                   | 0                    | 7,131               | 0                 | 0             |
| RODRIGUEZ, NANCY       | SCHOOL     | 11,431        | 11,431          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| ROSE, SHERI            | SCHOOL     | 27,607        | 27,016          | 0            | 591       | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| ROSENBERG, ALEXANDRA   | SCHOOL     | 66,596        | 66,596          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| SAGER, BRIAN           | SCHOOL     | 4,500         | 0               | 0            | 0         | 0        | 0                 | 0                   | 0                    | 4,500               | 0                 | 0             |
| SAKSURIYONG, SUPACHOKE | SCHOOL     | 45,500        | 45,420          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 80            |
| SANTIAGO, NICOLLETTE   | SCHOOL     | 313           | 313             | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| SARAVIA, JAIME         | SCHOOL     | 33,335        | 32,976          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 360           |
| SCARLETT, MARITA       | SCHOOL     | 77,286        | 77,286          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| SCOTT-MURTAGH, JEAN    | SCHOOL     | 113,505       | 108,405         | 0            | 5,100     | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| SEAL, CARA             | SCHOOL     | 104,158       | 101,158         | 0            | 1,000     | 0        | 0                 | 0                   | 0                    | 2,000               | 0                 | 0             |
| SEHOLM, DOUGLAS        | SCHOOL     | 24,415        | 23,460          | 0            | 0         | 955      | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| SESTRIMSKI, JOHN PAUL  | SCHOOL     | 700           | 700             | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| SHEA, SCOTT            | SCHOOL     | 10,832        | 10,819          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 13            |
| SHEPPARD, LIESEL       | SCHOOL     | 10,507        | 10,507          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| SHEPPARD, STEPHEN      | SCHOOL     | 73,936        | 73,136          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 800                 | 0                 | 0             |
| SIEGEL, DAVID          | SCHOOL     | 106,641       | 104,641         | 0            | 2,000     | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| SINGLETON, THERAN      | SCHOOL     | 103,997       | 102,626         | 0            | 1,000     | 0        | 0                 | 0                   | 0                    | 371                 | 0                 | 0             |
| SLADE, NINA            | SCHOOL     | 129,359       | 129,359         | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| SLOAN, CAROLINE        | SCHOOL     | 65,093        | 65,093          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| SMALL, ANITA           | SCHOOL     | 80,208        | 80,208          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| SMALL, NANCY           | SCHOOL     | 64,931        | 64,931          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| SMITH, NISAA           | SCHOOL     | 34,993        | 34,993          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| SPENCER, GAIL          | SCHOOL     | 24,410        | 24,410          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| SPENCER, SHIRLEY       | SCHOOL     | 47,982        | 45,982          | 0            | 2,000     | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| SPRING, JOHANNA        | SCHOOL     | 80,244        | 80,244          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| STEADMAN, TINA         | SCHOOL     | 19,719        | 19,719          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| SULLIVAN, ALANA        | SCHOOL     | 22,654        | 22,654          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| SULLIVAN, ELIZABETH    | SCHOOL     | 28,149        | 28,149          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| SULLIVAN, JENNIFER     | SCHOOL     | 13,252        | 13,252          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| SULLIVAN, MATTHEW      | SCHOOL     | 51,338        | 51,086          | 0            | 0         | 252      | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| SUPPA, ANTHONY         | SCHOOL     | 74,363        | 73,963          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 400                 | 0                 | 0             |
| SURPRENANT, JILL       | SCHOOL     | 108,758       | 102,658         | 0            | 5,100     | 0        | 0                 | 0                   | 0                    | 1,000               | 0                 | 0             |
| SYLVIA, EMILY          | SCHOOL     | 7,035         | 7,035           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| TARPEY, MARY KATE      | SCHOOL     | 66,172        | 65,518          | 0            | 654       | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| TASCH, ZOE             | SCHOOL     | 38,486        | 38,486          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| TAVERAS, ELLEN         | SCHOOL     | 60,823        | 60,823          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| TAYLOR, PAMELA         | SCHOOL     | 100,181       | 100,181         | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| TAYLOR, PHILIP         | SCHOOL     | 7,000         | 0               | 0            | 0         | 0        | 0                 | 0                   | 0                    | 7,000               | 0                 | 0             |
| TEJADA, ARNOLDO        | SCHOOL     | 67,816        | 67,816          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| TEJADA, ELIDA          | SCHOOL     | 46,034        | 45,954          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 80            |
| TEJADA, FELIX          | SCHOOL     | 14,352        | 14,352          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| TEJADA, GABRIEL        | SCHOOL     | 5,689         | 5,689           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| TEJADA, MAXIMO         | SCHOOL     | 50,360        | 50,280          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 80            |
| TEJADA, SILVIA         | SCHOOL     | 42,373        | 42,294          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 79            |
| THOMPSON, MARLEE       | SCHOOL     | 6,804         | 6,804           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| THOMPSON, NATALIE      | SCHOOL     | 52,249        | 46,760          | 0            | 295       | 0        | 0                 | 0                   | 0                    | 5,194               | 0                 | 0             |

\*Other pay is retro, FLSA or required accrual pay.

| EMPLOYEE NAME         | DEPARTMENT | GROSS<br>WAGE | REGULAR<br>WAGE | CERT<br>EDUC | LONGEVITY | OVERTIME | HOLIDAY<br>WORKED | 3rd PARTY<br>DETAIL | FIRE CALL<br>AMB EMT | STIPEND<br>COACHING | WWCO<br>MERIT PAY | OTHER<br>PAY* |
|-----------------------|------------|---------------|-----------------|--------------|-----------|----------|-------------------|---------------------|----------------------|---------------------|-------------------|---------------|
| THOMPSON, ROBERT      | SCHOOL     | 3,595         | 3,595           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| TIFFANY, JOHN         | SCHOOL     | 6,900         | 6,900           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| TOOLE, JESSICA        | SCHOOL     | 4,150         | 4,150           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| TOPHAM, BRYNA         | SCHOOL     | 25,579        | 25,579          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| TOPHAM, ROSEMARY      | SCHOOL     | 106,398       | 102,998         | 0            | 3,400     | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| TORMAY, JOSEPH        | SCHOOL     | 70,734        | 65,813          | 0            | 0         | 4,922    | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| TORNOVISH, GRACE-ANNE | SCHOOL     | 68,803        | 68,803          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| TORNOVISH, MORGAN     | SCHOOL     | 420           | 420             | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| TORNOVISH, WILLIAM    | SCHOOL     | 5,194         | 0               | 0            | 0         | 0        | 0                 | 0                   | 0                    | 5,194               | 0                 | 0             |
| TOWNSEND, JESSICA     | SCHOOL     | 91,416        | 89,916          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 1,500               | 0                 | 0             |
| TRAVAGLIONE, ALLAN    | SCHOOL     | 21,165        | 21,165          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| TREWHELLA, JESSICA    | SCHOOL     | 64,127        | 63,377          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 750                 | 0                 | 0             |
| TURCOTTE, SAMANTHA    | SCHOOL     | 22,610        | 22,610          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| TYLER, REBECCA        | SCHOOL     | 23,987        | 23,987          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| UBALDINO, LAURA       | SCHOOL     | 108,144       | 107,144         | 0            | 1,000     | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| VAN DINGSTEE, MIRANDA | SCHOOL     | 240           | 240             | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| VAN VORST, NELL       | SCHOOL     | 1,600         | 1,600           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| VARGAS OSORIO, JEYNNY | SCHOOL     | 3,860         | 3,860           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| VELEVA, TEODORA       | SCHOOL     | 36,684        | 36,684          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| VISELLI, ANDREW       | SCHOOL     | 107,252       | 99,321          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 7,931               | 0                 | 0             |
| VIVAS, JORGE          | SCHOOL     | 49,802        | 49,175          | 0            | 0         | 546      | 0                 | 0                   | 0                    | 0                   | 0                 | 80            |
| VIVINO, JUDITH        | SCHOOL     | 3,396         | 3,396           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| WAGNER, ANGELA        | SCHOOL     | 79,457        | 79,457          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| WATSON, RYAN          | SCHOOL     | 4,000         | 0               | 0            | 0         | 0        | 0                 | 0                   | 0                    | 4,000               | 0                 | 0             |
| WATTS, JONATHAN       | SCHOOL     | 65,819        | 65,819          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| WEBB, DAVID           | SCHOOL     | 5,794         | 600             | 0            | 0         | 0        | 0                 | 0                   | 0                    | 5,194               | 0                 | 0             |
| WEBBER, LAURA         | SCHOOL     | 65,176        | 65,176          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| WELD, CAROLINE        | SCHOOL     | 8,145         | 8,145           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| WENDELKEN, ERIK       | SCHOOL     | 107,000       | 103,600         | 0            | 3,400     | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| WENDELKEN, MAURA      | SCHOOL     | 63,706        | 63,706          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| WIGGIN, AMY           | SCHOOL     | 4,150         | 4,150           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| WILLIAMS, JEDEDIAH    | SCHOOL     | 91,263        | 91,263          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| WISETANER, LISA       | SCHOOL     | 4,000         | 0               | 0            | 0         | 0        | 0                 | 0                   | 0                    | 4,000               | 0                 | 0             |
| WITT, JEAN            | SCHOOL     | 118,368       | 116,150         | 0            | 0         | 0        | 0                 | 0                   | 0                    | 2,218               | 0                 | 0             |
| WORTH, SPENCER        | SCHOOL     | 18,291        | 18,291          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| WU, YANJIAO           | SCHOOL     | 24,742        | 24,742          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| YANCY, BELINDA        | SCHOOL     | 9,531         | 9,531           | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| ZHU, YEPING           | SCHOOL     | 73,993        | 72,993          | 0            | 0         | 0        | 0                 | 0                   | 0                    | 1,000               | 0                 | 0             |
| ZODDA, MARIA          | SCHOOL     | 200           | 200             | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| ALLEN, PHILIP         | SEWER      | 103,169       | 74,112          | 0            | 0         | 21,404   | 0                 | 0                   | 0                    | 6,250               | 0                 | 1,403         |
| DIAS, KEVIN           | SEWER      | 66,911        | 59,715          | 0            | 0         | 6,124    | 0                 | 0                   | 0                    | 0                   | 0                 | 1,072         |
| DOYLE, OSAGIE         | SEWER      | 70,743        | 62,662          | 0            | 0         | 6,904    | 0                 | 0                   | 0                    | 0                   | 0                 | 1,177         |
| DWYER, MARK           | SEWER      | 17,170        | 16,878          | 0            | 0         | 291      | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| EVANS, ERIK           | SEWER      | 6,189         | 5,388           | 0            | 0         | 800      | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| GORDON, TAQI          | SEWER      | 66,621        | 60,909          | 0            | 0         | 4,741    | 0                 | 0                   | 0                    | 0                   | 0                 | 971           |
| GRAY, DAVID           | SEWER      | 123,193       | 123,193         | 0            | 0         | 0        | 0                 | 0                   | 0                    | 0                   | 0                 | 0             |
| HERRMANN, CHRISTINE   | SEWER      | 25,205        | 23,941          | 0            | 0         | 380      | 0                 | 0                   | 0                    | 0                   | 0                 | 884           |
| INGLIS, ROBERT        | SEWER      | 88,897        | 79,483          | 0            | 4,008     | 4,035    | 0                 | 0                   | 0                    | 0                   | 0                 | 1,371         |
| JOHNSON, CHARLES      | SEWER      | 66,146        | 61,393          | 0            | 0         | 3,495    | 0                 | 0                   | 0                    | 0                   | 0                 | 1,258         |

\*Other pay is retro, FLSA or required accrual pay.

| <u>EMPLOYEE NAME</u> | <u>DEPARTMENT</u> | <u>GROSS<br/>WAGE</u> | <u>REGULAR<br/>WAGE</u> | <u>CERT<br/>EDUC</u> | <u>LONGEVITY</u> | <u>OVERTIME</u> | <u>HOLIDAY<br/>WORKED</u> | <u>3rd PARTY<br/>DETAIL</u> | <u>FIRE CALL<br/>AMB EMT</u> | <u>STIPEND<br/>COACHING</u> | <u>WWCO<br/>MERIT PAY</u> | <u>OTHER<br/>PAY*</u> |
|----------------------|-------------------|-----------------------|-------------------------|----------------------|------------------|-----------------|---------------------------|-----------------------------|------------------------------|-----------------------------|---------------------------|-----------------------|
| KEBBATI, LORA        | SEWER             | 79,422                | 67,085                  | 0                    | 0                | 9,377           | 0                         | 0                           | 0                            | 0                           | 0                         | 2,961                 |
| LEVEILLE, WILLY      | SEWER             | 91,624                | 73,583                  | 0                    | 2,967            | 13,692          | 0                         | 0                           | 0                            | 0                           | 0                         | 1,382                 |
| MANNING, KEVIN       | SEWER             | 97,075                | 85,220                  | 0                    | 2,439            | 8,059           | 0                         | 0                           | 0                            | 0                           | 0                         | 1,358                 |
| MOONEY, SHAWN        | SEWER             | 104,715               | 82,370                  | 0                    | 0                | 20,830          | 0                         | 0                           | 0                            | 0                           | 0                         | 1,516                 |
| RICHARDS, DAVID      | SEWER             | 38,227                | 37,666                  | 0                    | 0                | 561             | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| SMITH, KARVIN        | SEWER             | 63,420                | 58,421                  | 0                    | 0                | 4,015           | 0                         | 0                           | 0                            | 0                           | 0                         | 984                   |
| STRANG, CHARLES      | SEWER             | 47,206                | 38,804                  | 0                    | 0                | 7,243           | 0                         | 0                           | 0                            | 0                           | 0                         | 1,159                 |
| WORTH, ERIK          | SEWER             | 11,090                | 10,882                  | 0                    | 0                | 208             | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| WORTH, TODD          | SEWER             | 28,968                | 28,135                  | 0                    | 0                | 832             | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| CABRAL, KATHERINE    | TOWN ADMIN        | 58,645                | 58,645                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| GIBSON, C ELIZABETH  | TOWN ADMIN        | 169,885               | 167,539                 | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 2,154                       | 0                         | 192                   |
| LARSON, CHARLES      | TOWN ADMIN        | 129,465               | 110,758                 | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 18,615                      | 0                         | 92                    |
| MOONEY, ERIKA        | TOWN ADMIN        | 89,748                | 83,182                  | 0                    | 0                | 6,566           | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| NORTON, TERRY        | TOWN ADMIN        | 64,844                | 60,635                  | 0                    | 1,830            | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 2,378                 |
| RULLO JUBILLA, MARIA | TOWN ADMIN        | 76,105                | 64,678                  | 0                    | 0                | 5,914           | 440                       | 0                           | 0                            | 1,346                       | 0                         | 3,727                 |
| TIVNAN, GREGG        | TOWN ADMIN        | 123,276               | 123,247                 | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 28                    |
| HOLDGATE, GAIL       | TOWN CLERK        | 77,471                | 68,728                  | 1,040                | 2,100            | 2,787           | 0                         | 0                           | 0                            | 0                           | 0                         | 2,816                 |
| HOLMES, NANCY        | TOWN CLERK        | 94,818                | 84,542                  | 1,560                | 1,697            | 3,573           | 0                         | 0                           | 0                            | 0                           | 0                         | 3,446                 |
| SMITH-JONES, MARISSA | TOWN CLERK        | 8,965                 | 8,784                   | 0                    | 0                | 181             | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| STOVER, CATHERINE    | TOWN CLERK        | 61,980                | 61,980                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| BURNS, SUSAN         | VIS SERV SEAS     | 9,269                 | 9,269                   | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| CICERRELLA, ANNE     | VIS SERV SEAS     | 10,374                | 10,374                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| CONLON, HUGH         | VIS SERV SEAS     | 3,580                 | 3,580                   | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| DELGADO, KASSANDRA   | VIS SERV SEAS     | 5,346                 | 5,148                   | 0                    | 0                | 198             | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| ESPINOZA, BRYAN      | VIS SERV SEAS     | 2,201                 | 2,201                   | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| FALCONER, BRIANNA    | VIS SERV SEAS     | 3,663                 | 3,663                   | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| GALVIN, MICHAEL      | VIS SERV SEAS     | 5,486                 | 5,486                   | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| HARDY, JANE          | VIS SERV SEAS     | 13,995                | 13,995                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| JOYNT, JAMES         | VIS SERV SEAS     | 3,275                 | 3,275                   | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| JOYNT, JANE          | VIS SERV SEAS     | 6,617                 | 6,617                   | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| ROCHE, JANE          | VIS SERV SEAS     | 12,432                | 12,432                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| TATE, SUSAN          | VIS SERV SEAS     | 5,749                 | 5,749                   | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| ALLEN, DENESE        | WWCO              | 87,597                | 84,097                  | 0                    | 0                | 0               | 0                         | 0                           | 0                            | 0                           | 3,500                     | 0                     |
| EARLE, ROBERT        | WWCO              | 100,273               | 88,985                  | 0                    | 3,499            | 7,789           | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| FERGUSON, CAROLINE   | WWCO              | 53,764                | 46,812                  | 0                    | 0                | 6,872           | 0                         | 0                           | 0                            | 0                           | 0                         | 80                    |
| HOLDGATE, HEIDI      | WWCO              | 129,579               | 120,622                 | 0                    | 5,957            | 0               | 0                         | 0                           | 0                            | 0                           | 3,000                     | 0                     |
| JOHNSEN, JEFFREY     | WWCO              | 81,804                | 77,893                  | 0                    | 3,856            | 55              | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| MANSFIELD, ANDREA    | WWCO              | 89,778                | 83,931                  | 0                    | 3,347            | 0               | 0                         | 0                           | 0                            | 0                           | 2,500                     | 0                     |
| PERRY, MORGAN        | WWCO              | 59,990                | 59,492                  | 0                    | 0                | 402             | 0                         | 0                           | 0                            | 0                           | 0                         | 96                    |
| PYKOSZ, CHRISTOPHER  | WWCO              | 129,618               | 120,622                 | 0                    | 5,996            | 0               | 0                         | 0                           | 0                            | 0                           | 3,000                     | 0                     |
| ROBERTS, KYLE        | WWCO              | 102,324               | 89,887                  | 0                    | 3,589            | 8,848           | 0                         | 0                           | 0                            | 0                           | 0                         | 0                     |
| ROBERTS, LINDA       | WWCO              | 90,612                | 83,929                  | 0                    | 4,184            | 0               | 0                         | 0                           | 0                            | 0                           | 2,500                     | 0                     |
| VOLLANS, JONATHAN    | WWCO              | 60,879                | 59,615                  | 0                    | 0                | 1,201           | 0                         | 0                           | 0                            | 0                           | 0                         | 64                    |
| WEST, ROBERT         | WWCO              | 91,219                | 84,889                  | 0                    | 2,539            | 791             | 0                         | 0                           | 0                            | 0                           | 3,000                     | 0                     |
| WILLETT, MARK        | WWCO              | 158,358               | 132,307                 | 0                    | 6,051            | 0               | 0                         | 0                           | 0                            | 20,000                      | 0                         | 0                     |

\*Other pay is retro, FLSA or required accrual pay.



KEY:

|                    |                                                        |
|--------------------|--------------------------------------------------------|
| COD                | Commission on Disability                               |
| CPC                | Community Preservation Committee                       |
| DPW                | Department of Public Works                             |
| DPW SEAS           | Department of Public Works Seasonal Employee           |
| HARBOR             | Harbor Master and Staff                                |
| HARBOR SEAS        | Harbor Master Seasonal Employee                        |
| HR                 | Human Resources                                        |
| HUM SERV           | Human Services                                         |
| HUM SERV SEAS      | Human Services Seasonal Employee                       |
| IT/GIS             | Information Technology/Geographic Information Systems  |
| NCS                | Nantucket Community School                             |
| NRD                | Natural Resources Department                           |
| NRD SEAS           | Natural Resources Department Seasonal Employee         |
| NRTA               | Nantucket Regional Transit Authority                   |
| NRTA SEAS          | Nantucket Regional Transit Authority Seasonal Employee |
| OIH                | Our Island Home                                        |
| PLUS               | Planning and Land Use Services                         |
| POLICE CSO         | Police – Community Service Officer                     |
| POLICE DIS         | Police – Dispatch                                      |
| POLICE IT          | Police – Information Technology                        |
| POLICE SRO         | Police – Special Reserve Officer                       |
| PUBLIC HEALTH SEAS | Public Health Seasonal Employee                        |
| ROD                | Registry of Deeds                                      |
| SB                 | Select Board                                           |
| TOWN ADMIN         | Town Administration                                    |
| VIS SERV SEAS      | Visitor Services Department Seasonal Employee          |
| WWCO               | Wannacomet Water Company                               |